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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Provincial government employees. An arbitration award settled a wage agreement for technical services employees in January 1985, concluding the 1984 round of negotiations between the Ontario Government and the Public Service Employees Union. The negotiations affected 53,800 employees covered by nine occupational wage agreements and a service-wide working conditions and benefits agreement, all of which were resolved by arbitration.

The wage awards were for one year and provided the following increases:

- 7.5 percent for 2,990 correctional services employees,
- 6.5 percent for 5,480 institutional care services employees,
- \$21.14 per week (averaging 6.5 percent) for 9,470 clerical services employees,
- 5.5 percent for 5,730 maintenance services employees,
- 5 percent for 5,640 administrative services employees, 5,970 office services employees, and 5,180 technical services employees,
- 5 percent or 50 cents per hour for 3,700 general operational services employees,
- 4.6 percent for 4,230 scientific and professional services employees.

Seven of the awards set a 60-day limit for the implementation of retroactive payments and new rates, and one set a 30-day limit. In addition, interest at prevailing bank rates was to be paid on money delayed beyond the implementation dates for the administrative services, clerical services, and maintenance services employees.

The award for the working conditions and benefits agreement covers a two-year period ending December 31, 1985. Its principal terms include:

- a 5-cent increase raising shift premium to 45 cents per hour,
- payment to union representatives for time spent on agreement negotiations and in meetings of the joint insurance benefits review committee,
- increased protection against health and safety hazards of video display terminals,
- provision for consultation and training in connection with lay-off of surplus employees,
- procedure to deal with cases of sexual harassment.

Other terms provided for increased job security and benefits for part-time and seasonal employees.

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FOOD AND BEVERAGE

F. W. Fearman Company Limited at Burlington - Local P-1227, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 15, 1984 to November 14, 1986, covering 600 employees, settled with mediation assistance and ratified after a work stoppage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Nov. 15/84	Nov. 15/85
	General Increases	40¢	25¢
	Job Class 0 (Labourer)	\$11.25 (\$10.85)	\$11.50
	Job Class 9 (Knifeman)	\$11.97 (\$11.57)	\$12.22
	Job Class 40 (Electrician 1)	\$14.45 (\$14.05)	\$14.70

Start Rate - 80% of job rate, progressing to the job rate in four equal 6-month increments. (Previously, 85% of job rate during the 60 calendar day probationary period.)

Health and Welfare: Weekly Indemnity - Benefit is \$276 per week for 17 to 52 weeks, depending on length of service. (Previously, 60% of U.I.C. insurable earnings or \$255, whichever was greater.) Effective November 15, 1985, \$305.

Major Medical - Deductibles eliminated. (Previously, \$25 single coverage and \$50 family coverage deductibles.)

Vision Care - Maximum claim is \$100 (\$75) every 2 years.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective November 15, 1985, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - 55% (50%) of employee contribution.

Early Retirement Option (new) - Eligibility is at age 63. Further details are unavailable.

Meal Allowance: Effective January 7, 1985, \$5.00 (\$4.50) for overtime beyond 1.5 hours per day.

Safety Shoe Allowance: \$35 (\$25) per year.

Tool Allowance: Maximum \$100 (\$50) per year.

Protective Clothing Allowance: Employer supplies first pair of rubber boots at no cost and pays 25% towards two further pairs per year. (Previously, employer paid 75% of all costs.)

RUBBER AND PLASTIC PRODUCTS

Gates Canada Inc. at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 28, 1985 to April 27, 1988, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>Apr. 28/85</u>	<u>Apr. 27/86</u>	<u>Apr. 26/87</u>
Increases:*				
Incentive		25¢	30¢	40¢
Non-Incentive		40¢	30¢	40¢
Skilled Trades Adjustment		10¢	10¢	5¢
<u>Non-Incentive Rates</u>				
Belt Utility		\$6.823 (\$6.423)	\$7.123	\$7.5123
2nd Class Stationery Engineer		\$9.708 (\$9.208)	\$10.108	\$10.558

Lump Sum Settlement Payment: \$208 per employee.

Cost of Living Allowance: Provision suspended as previously.

* \$3.385 COLA accumulated during previous agreements; 13.5¢ diverted to cover cost of dental plan, and \$3.25 continues to float. 10¢ is added to the float in the first year, 10¢ in the second and 10¢ in the third, for a total of \$3.55 COLA float.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$15,500 (\$14,000).

Vision Care - \$100 (\$80) maximum every 2 years.

Dental Plan - Plan is Blue Cross Dental Plan No. 9 (7). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. 100% employee funded through COLA diversion.

Pension Plan: Basic Benefit - Effective May 1, 1985, \$16 (\$15) per month per year of service. Effective May 1, 1986, \$16.50. Effective May 1, 1987, \$17.50.

Supplementary Benefit - Effective May 1, 1985, \$10 (\$9) per month per year of service to a maximum of 25 years.

Safety Shoe Allowance: Maximum \$40 (\$20) per year.

LEATHER

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 2, 1984 to November 1, 1986, covering 213 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 2/84	Nov. 2/85
	Increases	4% for hourly-rated and incentive employees in excess of the starting minimum rate	3% for hourly-rated and incentive employees in excess of the starting minimum rate
	<u>Warehouse</u>		
	Start Rate	\$4.25 (\$4.25)	\$4.25
	Order Pickers General	\$5.31-\$6.48 (\$5.11-\$6.23)	\$5.47-\$6.67
	Truck Drivers Out-of-Town	\$5.62-\$7.27 (\$5.40-\$6.99)	\$5.79-\$7.49
	<u>Incentive Earners</u> - 35¢ (70¢) per hour clock-card-add-on to incentive base rate of \$4.26 (unchanged).		
	Maximum rates are reached after one 3-month increase.		
Bereavement Leave:	3 days' paid leave on the death of employee's common-law spouse after 3 or more years of cohabitation (new).		

TEXTILE

Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 429 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	48¢	45¢
	Additional Adjustments	7¢ to Burler Mender and Spinner, 15¢ to Yarn Mechanic	
	Other Adjustments	2 job classifications added, and top labour groups restructured	
	Labour Group 1 (General Labour)	\$8.27 (\$7.79)	\$8.72
	Labour Group 10 (9) Tradesman 1	\$11.54 (\$11.06)	\$11.99
Shift Premium:	0¢-25¢-28¢ (0¢-23¢-26¢).		

Health and Welfare: Life Insurance - \$10,000 (\$7,000). Effective January 1, 1986, employer pays 80% (70%) of premium costs.

Safety Shoe Allowance: Maximum \$35 (\$30) for one pair per year. Effective January 1, 1986, \$40.

WOOD

Dashwood Industries Limited at Centralia - Local 3054, Carpenters (AFL-CIO): A 36-month renewal agreement effective from November 16, 1984 to November 15, 1987, covering 285 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 16/84</u>	<u>Nov. 16/85</u>	<u>Nov. 16/86</u>
	Adjustments	average 8% reduction on all wage rates	average 4% increase	average 3.9% increase
	Group 4 (includes Labourer)	\$9.60 (\$10.45)	\$10.15	\$10.55
	Trades Group (includes Electrician-Licensed)	\$12.20 (\$13.20)	\$12.85	\$13.40

Start Rate - \$7.00 (\$8.65). Effective November 16, 1985, \$7.25. Effective November 16, 1986, \$7.55. Job rate is reached in two increases within 6 months.

Student Rate - \$6.25 (\$8.65-\$9.20). Effective November 16, 1985, \$6.50. Effective November 16, 1986, \$6.75.

Charge Hand Premium (new): 55¢ per hour for employee in charge of a group and reporting to a manager.

Health and Welfare: Dental Plan - Effective November 16, 1985, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.

FURNITURE AND FIXTURE

ii Limited at Toronto - Local 2679, Carpenters (AFL-CIO): A 24-month first agreement effective from December 20, 1984 to December 19, 1986, covering 264 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 20/84</u>
	General Increase*	50¢
	Labour Grade 8 (General Help)	\$6.50 (\$6.00)
	Labour Grade 4 (includes Welder 1)	\$10.00 (\$9.50)
	Labour Grade 1 (includes Maintenance Mechanic A)	\$12.50 (\$12.00)

* Employees whose rate is less than the rate for their classification after the 50¢ increase will progress to the appropriate rate in 2 equal increments on January 1, 1986 and July 1, 1986. Employees whose rate is more than the rate for their classification will be red-circled.

Lump Sum Settlement Payment: \$150 per employee, pro-rated for employees with less than 5 months of service.

Hours of Work: 8 hours per day or 40 hours per week.

Overtime Pay: Time and one-half for all hours worked beyond regular working day.

Shift Premium: 0-35¢-35¢.

Lead Hand Premium: \$1.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day. Effective December, 1985, 1 floating day to be taken between Christmas and New Year's Day is added for a total of 10 days.

Pay for Work on Paid Holidays: Time and one-half for all hours worked plus regular holiday pay.

Paid Vacation: 3 weeks at 6% after 5 years of service, 4 weeks at 8% after 8 years.

Health and Welfare: Employer pays 100% of premium costs of OHIP and the Company's existing group benefit plan or equivalent. No further details are yet available.

PAPER AND ALLIED

MacMillan Bloedel Ltd. at Sturgeon Falls - Local 7135, Canadian Paperworkers (CLC):
A 36-month renewal agreement effective from May 1, 1984 to April 30, 1987, covering 330 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
General Increase				6%
Additional Adjustments		10¢ for 1st Pulpmaker, 20¢ for 2nd Pulpmaker and 20¢ for Paint Line Senior Operator		
Strapper-Prime Siding (Paint Line)		\$12.33 (\$12.33)	\$12.33	\$13.07

	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Labourer (Yard & Tracks)	\$12.49 (\$12.49)	\$12.49	\$13.24
Journeyman A	\$16.15 (\$16.15)	\$16.15	\$17.12
Machine Tender (Paper Machine)	\$16.47 (\$16.47)	\$16.47	\$17.46

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Bereavement Leave: Common law spouse is added to the provision for up to 5 days' paid leave.

Health and Welfare: Life Insurance - Effective February 1, 1985, benefit is \$40,000 (\$30,000).

Dental Plan - Effective February 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Early Retirement Bridging Supplement - \$18 (\$16) per month per year of service to a maximum of 30 years.

TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists (AFL-CIO/CLC): A 11 1/2-month renewal agreement effective from April 14, 1985* to March 31, 1986, with wages retroactive to January 12, 1985, covering 309 employees**, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement was scheduled to expire on March 31, 1985.

** Includes 5 employees currently on layoff status.

Wages:	Effective	<u>Jan. 12/85</u>
	General Increase	50¢
	COLA Fold-in	66¢
	Assembler	\$10.17-\$10.22 (\$9.01-\$9.06)
	Tool Maker	\$13.59-\$13.64 (\$12.43-\$12.48)

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100 using the March 1984 index as the base. Adjusted quarterly beginning in June, 1985. Capped at 25¢ per year. (Basic formula is unchanged.)

Termination
Pay:

In the event of a permanent plant closure, 1 week's wages for employee with less than 2 years of service, 2 week's wages for employee with 2 years of service, 4 week's wages for employee with 5 years of service, and 8 week's wages for employee with 10 years of service. (Previously, 1 hour's pay per month of service for all employees.)

Lear Siegler Industries Limited, General Seating Division at Kitchener - Local 1524, Auto Workers (CLC) (office and plant employees): Two 36-month renewal agreements effective from January 1, 1985 to December 31, 1987, covering 720 employees, settled after a work stoppage and ratified after a second work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86	Jan. 1/87
COLA Fold-in		\$1.44*		
Increases:				
Incentive		25¢	25¢	24¢
Non-Incentive	40¢ average		25¢	24¢
Skilled Trades	64¢		25¢	24¢
Office	\$110 per month	\$110 per month	\$110 per month	\$110 per month

Non-Incentive Rates

Labourer	\$12.40 (\$10.60)	\$12.65	\$12.89
Tool & Die Maker	\$15.30 (\$13.22)	\$15.55	\$15.79

* Treated as an add-on for incentive employees and not applicable to office employees.

Cost of Living
Allowance (new
for Office
Employees):

1¢ per 0.26 point increase based on average quarterly increases in the Consumer Price Index - 1971=100, using the September 1984 index as the base. Each of the 8 quarterly calculations is reduced by 1¢. (Basic formula is unchanged. Previously, no reductions.)

Effective January 1, 1987, 1¢ per 0.1 point increase in the Consumer Price Index - 1981=100. Three quarterly calculations with a 2¢ reduction in the first two quarters, and 1¢ in the third.

Shift Premium:

0-6%-8% (unchanged).

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$18,000 (\$17,000).
Effective January 1, 1986, \$19,000. Effective January 1, 1987, \$20,000.

Weekly Indemnity (plant employees) - Benefit is 60% of insurable earnings to a maximum of \$276 (\$250) per week. Effective January 1, 1986, \$296. Effective January 1, 1987, \$316.

Long Term Disability Plan (plant employees) - For disabilities effective January 1, 1985, benefit is \$775 (\$725) per month less income tax and any offsetting benefits. Effective January 1, 1986, \$800. Effective January 1, 1987, \$825.

Vision Care - Maximum claim for eyeglasses is \$110 (\$100) every 2 years. Effective January 1, 1986, \$120. Effective January 1, 1987, \$130.

Dental Plan - Effective January 1, 1986, orthodontic coverage with 50%/50% co-insurance and a maximum lifetime benefit of \$1,000 (new).

Pension Plan
(plant
employees):

Basic and Supplementary Benefits - \$15.50 (\$14.50) per month per year of service. Effective January 1, 1986, \$16.50. Effective January 1, 1987, \$17.50.

Transition and Bridge Survivors Income Benefit - Effective January 1, 1985, eligible survivors receive \$300 (\$275) per month and eligible survivors with dependants receive \$345 (\$320) per month. Effective January 1, 1986, \$325 and \$370 respectively. Effective January 1, 1987, \$350 and \$395 respectively.

ELECTRICAL PRODUCTS

Ford Electronics Manufacturing Corp. at Markham, previously Philco-Ford of Canada Ltd. at Toronto - Local 2113, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from November 19, 1984 to November 18, 1986, covering 1,150 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 19/84	Nov. 19/85
General Increases		6%	5%
Job Level 2 (Assembler Inspector)		\$9.09-\$9.48 (\$8.58-\$8.94)	\$9.54-\$9.95
Job Level 7 (Labourer)		\$9.86-\$10.40 (\$9.30-\$9.81)	\$10.35-\$10.92
Job Level 20 (Electrician)		\$13.95-\$15.04 (\$13.16-\$14.19)	\$14.65-\$15.79
Maximum rates are reached after one 2-month and two 3-month increases.			
Shift Premium:	0-50¢-50¢ (0-45¢-45¢). Effective November 19, 1985, 0-55¢-55¢.		
Paid Holidays:	Effective November 19, 1985, one floating day is added for a total of 15 (14) days.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit varies by wage level. Maximum benefit is \$28,500 (\$25,500) for hourly rate of \$11.60 (\$10.40) or higher.		
	<u>Weekly Indemnity</u> - Maximum benefit is equal to the U.I.C. maximum of \$276 (\$255) per week.		

Vision Care (new) - Maximum claims are \$25 for frames, \$20 for single lenses, \$30 for bi-focals, \$40 for tri-focals, \$30 for cosmetic contact lenses, and \$300 for medically required contact lenses, once every two years.

Dental Plan - \$1,000 maximum lifetime orthodontic benefit (new).

Pension Plan: Basic Benefit - Effective January 1, 1985, \$13.50 (\$12.50) per month per year of service. Effective January 1, 1986, \$14.50.

Early Retirement (new) - Effective January 1, 1985, '30 and out' without actuarial reductions.

Survivor Benefit (new) - Retired employee receives 66 2/3% of eligible pension when electing survivor benefit option after retirement. If an employee, at least 60 years of age, dies before retiring and before electing this coverage, surviving spouse receives 66 2/3% of service-adjusted eligible pension.

Emerson Electric Canada Ltd., Motor Division at Napanee - Local 522, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from November 1, 1984 to October 31, 1986, covering 235 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/84	Nov. 1/85
General Increases		40¢	40¢
Labour Grade 10 (includes Assembly Operator)		\$7.67 (\$7.27)	\$8.07
Labour Grade A (includes Class A Toolmaker)		\$10.91 (\$10.51)	\$11.31

Maximum rates for Labour Grades 9 & 10 are reached after 60 working days, for Labour Grades 6, 7 & 8 after 90 days, for Labour Grade 5 after 120 days, and for Labour Grades 3 & 4 after 150 days. (Previously, employee reached job rate when reaching normal quantity and quality.)

Shift Premium: 0-22¢-26¢ (0-21¢-25¢).

Crown Witness Pay (new): Employee is paid the difference between regular daily wages and witness pay.

Bereavement Leave: Provision for 3 days' paid leave is extended to include grandchildren (new).

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc., Welland Plant at Niagara Falls - Local 21, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 16, 1984 to November 15, 1986, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 16/84</u>	<u>Nov. 16/85</u>
	General Increases	5%	5%
	Labourer	\$11.41 (\$10.87)	\$11.98
	Electrician 1A	\$15.02 (\$14.30)	\$15.77
Shift Premium:	0¢-41¢-51¢ (0¢-39¢-49¢). Effective November 16, 1985, 0¢-43¢-53¢.		
Safety Shoe Allowance:	Effective November 16, 1985, employer pays \$70 (\$60) per contract year.		

FORESTRY

Abitibi-Price Inc., Lakehead Woodlands Division at Thunder Bay - Local 2693,
Carpenters (AFL-CIO): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 236 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	2.5%	4%	5%
	General Labourer	\$13.65 (\$13.32)	\$14.20	\$14.91
	Class A Trades	\$17.00 (\$16.59)	\$17.68	\$18.57

Shift Premium: Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective February 1, 1985, employer contributes \$36.55 (\$32.08) per month for single coverage and \$75.82 (\$65.99) per month for family coverage, with employee to pick up any increases in premiums up to September 1, 1986.

Weekly Indemnity - Effective February 1, 1985, maximum benefit is \$325 (\$315) per week. Effective September 1, 1985, \$335. Effective September 1, 1986, \$345.

Long Term Disability Plan - Effective February 1, 1985, benefit is 50% of monthly earnings. (Previously, 50% of monthly earnings to a maximum of \$1,400 per month.)

Dental Plan - Effective February 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan (new): Effective September 1, 1985, employer contributes \$30 per month per employee, with an option of a further \$30 contribution conditional on the employee contributing \$30. Further details are not yet available.

Mileage Allowance:	Effective January 30, 1985, 20¢ (19¢) per kilometre.
Protective Clothing Subsidy:	Effective January 30, 1985, employer will sell to employee safety pants at \$9 (\$7), safety gloves at \$6 (\$5) and safety boots at \$12 (\$10), below invoice price.
Power Saw Rental:	Employer pays to day workers using own saws \$10.00 (\$9.50) per 8-hour day for felling and limbing and \$11.00 (\$10.50) per day for bucking at a landing on a skidding operation.

ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Company at Toronto and other central and southeastern Ontario centres - Local 513, Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987, covering 780 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	Feb. 1/85	Feb. 1/86
General Increases		4 1/2% rounded to the the nearest 50¢	4%* rounded to the the nearest 50¢

Weekly Rates

Range 2 (includes Filing Clerk)	\$276.00-\$283.50 (\$264.00-\$271.50)	\$287.00-\$294.50
Range 10 (includes Senior Clerk)	\$508.50-\$519.00 (\$486.50-\$497.00)	\$528.50-\$539.00

* In the event of a significant change in economic conditions affecting the second year of the contract, the employer will consider possible modifications to the wage rates.

Maximum rates are reached after three 6-month increases.

Shift Premium:	\$25 (\$20) per week for scheduled shifts worked between 12:00 noon and 8 a.m. daily in any one week.
Paid Holidays:	1 additional floating day plus 1 designated day added for a total of 14 (12) days.
Stock Purchase and Savings Plan (new):	Effective January 1, 1986, employer contributes \$1 for every \$4 employee contributes to optional, employer-administered plan. Maximum employee contribution is 5% of earnings.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 369 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	7.21% for Teachers, 5% for Principals and Vice-Principals

Annual Rates

Teacher-Category 1 0-10 years	\$20,180-\$34,410 (\$18,822-\$32,095)
Teacher-Category 4 0-11 years	\$23,984-\$43,623 (\$22,370-\$40,688)
Vice-Principal 0-3 years	\$48,098-\$52,036 (\$45,808-\$49,558)
Principal 0-3 years	\$54,220-\$58,762 (\$51,638-\$55,964)

Responsibility Allowances:	Increased by 3%.
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Bruce County Board of Education at Chesley - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 345 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.25%
	Teacher-Category 1 0-5 years	\$15,485-\$21,149 (\$14,854-\$20,287)
	Teacher-Category 4 0-11 years	\$19,509-\$33,794 (\$18,714-\$32,416)
	Teacher-Category 7 0-11 years	\$23,341-\$42,686 (\$22,389-\$40,946)
Responsibility Allowances:	Principal A School	\$4,712 (\$4,520) plus \$427 (\$410) per occupied classroom.
	B School	\$542 (\$520) per occupied class room.
	Vice-Principal	\$263 (\$252) plus \$219 (\$210) per occupied classroom.
	Teacher of Oral French Supervisor (Elementary)	\$420 (\$400) \$3,140 (\$2,990)
	Supervisor (K-13)	\$7,870 (\$7,495)

Health and Welfare:	Dental Plan - Effective February 1, 1985, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.
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Durham Region Roman Catholic Separate School Board at Oshawa - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 610 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/84
	General Increase	5.2%
	Teacher-Level 1 0-6 years	\$17,369-\$24,167 (\$16,510-\$22,972)
	Teacher-Level A1 0-11 years	\$20,898-\$35,088 (\$19,865-\$33,354)
	Teacher-Level A4 0-13 years	\$25,091-\$43,975 (\$23,851-\$41,801)
	Principal B School 0-3 years	\$47,493-\$50,132 (\$45,145-\$47,653)
	A School 0-4 years	\$48,812-\$52,330 (\$46,399-\$49,743)
	Home Tutor	\$22.50 (\$21) per hour

Responsibility Allowances: Vice-Principal, Consultant, and Co-ordinator - Based on a percentage of Teacher Level A4 maximum rate (unchanged).

Senior Teacher - Effective after 1 (3) day(s), teacher appointed as a Senior Teacher during absence of the Principal receives a per diem allowance equal to the minimum daily Vice-Principal's allowance.

Regional Resource Teacher - \$1,436 (\$1,365).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$80,000 (\$70,000).

Dental Plan - Coverage based on the 1983 (1982) Ontario Dental Association fee schedule.

Sick Leave Bonus Plan - Employees hired after August 31, 1984 are not eligible for plan, which provides a cash bonus for sick leave credits in excess of 200 days equal to 20% of daily salary. Effective August 31, 1987, bonus plan will be eliminated.

Union Leave: Up to 20 (15) paid days for Local Unit Presidents.

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 380 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	3.5%	1.5%
	Teacher-Level D 0-7 years	\$17,974-\$24,702 (\$17,366-\$23,867)	\$18,244-\$25,073
	Teacher-Level A1 0-10 years	\$21,785-\$34,866 (\$21,048-\$33,687)	\$22,112-\$35,389
	Teacher-Level A4 0-11 years	\$26,626-\$44,583 (\$25,728-\$43,075)	\$27,025-\$45,252
	Principal	\$49,665 (\$47,985)	\$50,410
Responsibility Allowances:	Increased by 3.5%. Effective January 1, 1985, increased by 1.5%.		

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 273 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4%
	Teacher-Category D 0-5 years	\$16,882-\$21,895 (\$16,233-\$21,053)
	Teacher-Category A1 0-11 years	\$20,890-\$35,436 (\$20,087-\$34,073)
	Teacher-Category A4 0-12 years	\$24,832-\$44,500 (\$23,877-\$42,788)
	Principal-Category II 0-3 years	\$48,703-\$52,645 (\$46,830-\$50,620)
	Principal-Category III 0-3 years	\$51,433-\$55,364 (\$49,455-\$53,235)

Cost of Living Provision: Deleted. (Previously, COLA clause was inoperative.)

Responsibility Allowances: Principal and Vice-Principal allowances increased by 4%.

Bereavement Leave: 5 (3) days' paid leave in the event of the death of a spouse, parent, stepfather, stepmother, child, stepchild, sibling, father-in-law, mother-in-law, and legal guardian and 3 (2) days' paid leave for a son-in-law, daughter-in-law, brother-in-law, sister-in-law and grandparent.

Transfer Allowance: \$1,500 (\$750) for teacher transferred more than 24 kilometres, under certain circumstances.

Leeds and Grenville County Board of Education at Brockville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 520 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	3%	1%
	Teacher-Level 1 0-5 years	\$15,953-\$21,958 (\$15,488-\$21,318)	\$16,113-\$22,178
	Teacher-Level 4 0-11 years	\$20,953-\$34,864 (\$20,343-\$33,849)	\$21,163-\$35,213
	Teacher-Level 7 0-12 years	\$25,372-\$43,582 (\$24,633-\$42,313)	\$25,626-\$44,018
	<u>Principal</u>		
	A Schools (fewer than 12.5 (14) teaching units) 0-3 years	\$43,886-\$47,736 (\$42,608-\$46,346)	\$44,325-\$48,213
	B Schools 12.5 (14) or more teaching units) 0-4 years	\$44,450-\$51,146 (\$43,155-\$49,656)	\$44,895-\$51,657

Responsibility Allowances: Increased by 3.5%.

Health and Welfare: Dental Plan - Effective March 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

North Shore District Roman Catholic Separate School Board at Blind River - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 200 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	2%	4%
	Teacher-Category D 0-7 years	\$18,314-\$23,188 (\$17,955-\$22,733)	\$18,673-\$23,642
	Teacher-Category A1 0-12 years	\$21,420-\$35,236 (\$21,000-\$34,545)	\$21,840-\$35,927
	Teacher-Category A4 0-12 years	\$25,061-\$44,018 (\$24,570-\$43,155)	\$25,553-\$44,881

Responsibility Allowances:	<u>Substitute Principal</u> - 1/200 of Principal's allowance. (Previously, \$36.75 per unit per year.)
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$75,000 (\$50,000). <u>Long Term Disability Plan</u> - Maximum monthly benefit is \$2,950 (\$2,500) plus 6.9% (6%) superannuation.
Union Leave (new):	Up to 6 days' paid leave for president or designate to attend to union business.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	4.3%	4%
	<u>Annual Rates</u>		
	Switchboard Operator/ Receptionist	\$13,162-\$15,990 (\$12,619-\$15,331)	\$13,688-\$16,630
	Head Secretary	\$18,038-\$20,753 (\$17,294-\$19,897)	\$18,760-\$21,583
	Programmer Analyst	\$26,502-\$31,315 (\$25,409-\$30,024)	\$27,562-\$32,568

Maximum rates are reached after 3 annual increases.

Paid Vacation: Effective June 30, 1985, after 19 (20) years of service, 5 weeks for full-time employees working 12 months a year, 21 days for full-time employees working 10 months a year, and 17 days for part-time employees working 10 months a year.

**Sick Leave
Gratuity
Allowance:** Maximum \$10,000 (\$7,500) for eligible employee who retires after 10 years of service under certain circumstances.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,000 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	Increases	4.49%	.4% applied to maximum rates for Teacher A4, Vice-Principal and Principal

	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
Teacher-Category A1 0-10 years	\$21,514-\$35,316 (\$20,570-\$33,798)	\$21,514-\$35,316
Teacher-Category A4 0-10 years	\$25,081-\$43,225 (\$24,003-\$41,369)	\$25,081-\$43,400
Vice-Principal 0-3 years	\$46,775-\$50,898 (\$44,765-\$48,711)	\$46,775-\$51,098
Principal 0-3 years	\$52,794-\$57,881 (\$50,525-\$55,394)	\$52,794-\$58,108

Responsibility Allowances: Effective February 1, 1985, increased by 1.7%.

Health and Welfare: Dental Plan - Effective February 1, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Peel Board of Education at Mississauga - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 2,121 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	2.2%	1%
	Teacher-Level 1 0-9 years	\$20,852-\$36,090 (\$20,403-\$35,314)	\$21,060-\$36,450
	Teacher-Level 4 0-11 years	\$25,932-\$44,556 (\$25,373-\$43,597)	\$26,190-\$45,000
	Vice-Principal and Coordinator 0-3 years	\$49,318-\$53,388 (\$48,256-\$52,239)	\$49,811-\$53,922
	Principal 0-3 years	\$55,926-\$59,777 (\$54,722-\$58,490)	\$56,485-\$60,375
	Effective		<u>Sept. 1/85</u>
	General Increase		5%
	Teacher-Level 1 0-9 years		\$22,113-\$38,273
	Teacher-Level 4 0-11 years		\$27,500-\$47,250
	Vice-Principal and Coordinator 0-3 years		\$52,302-\$56,618
	Principal 0-3 years		\$59,309-\$63,394

Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 400 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	2% plus \$138
	Teacher-Category D 0-5 years	\$15,891-\$20,817 (\$15,444-\$20,274)
	Teacher-Category A1 0-10 years	\$19,765-\$32,800 (\$19,242-\$32,022)
	Teacher-Category A4 0-11 years	\$24,535-\$41,938 (\$23,919-\$40,980)
Responsibility Allowances:	Some responsibility allowances are eliminated.	

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Association des Enseignants Franco-Ontariens (Ind.):*: A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 250 employees, settled during a work stoppage. Duration of negotiations - 5 months.

* Previously bargained with Ontario English Catholic Teachers' Association (Ind.)

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	3.5%	1%
	Teacher-Class D 0-6 years	\$16,301-\$21,871 (\$15,750-\$21,131)	\$16,464-\$22,090
	Teacher-Class A1 0-12 years	\$19,872-\$34,368 (\$19,200-\$33,206)	\$20,071-\$34,712
	Teacher-Class A4 0-12 years	\$23,664-\$42,709 (\$22,864-\$41,265)	\$23,901-\$43,136
	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	2.5%	1.75%
	Teacher-Class D 0-6 years	\$16,876-\$22,642	\$17,171-\$23,038
	Teacher-Class A1 0-12 years	\$20,573-\$35,580	\$20,933-\$36,203
	Teacher-Class A4 0-12 years	\$24,499-\$44,214	\$24,928-\$44,988

Responsibility Allowances: Principal - \$3,400-\$6,804. (Previously, Principal's allowances were paid according to size of school; Group A \$4,536-\$6,804; Group B \$3,402-\$5,670.)

Hours of Work: Employees are guaranteed a 40 minute uninterrupted paid lunch break with no student supervision (new).

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 700 employees, settled at the post mediation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3.36%
	Teacher-Group 1	\$20,480-\$33,820
	0-10 years	(\$19,814-\$32,724)
	Teacher-Group 4	\$23,960-\$43,928
	0-12 years	(\$23,181-\$42,501)
	<u>Vice-Principal</u>	
	'A' School	\$47,870-\$50,483
	0-3 years	(\$46,314-\$48,843)
	'AA' School	\$48,740-\$51,353
	0-3 years	(\$47,156-\$49,685)
	<u>Principal</u>	
	'A' School	\$52,106-\$54,720
	0-3 years	(\$50,412-\$52,941)
	'AA' School	\$54,775-\$57,388
	0-3 years	(\$52,994-\$55,523)

Responsibility Allowances: Increased by 3.36%.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 596, Ontario Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service employees): A 17-month first agreement effective from January 28, 1985 to June 30, 1986, with wages retroactive to July 1, 1984, covering 550 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/84</u>	<u>Jan. 1/85</u>
	General	4%	1%
	Increases		

	<u>July 1/84</u>	<u>Jan. 1/85</u>
Equity Adjustments*	Maximum \$1,050 including the 4% increase	
Grade 1	\$11,573.92-\$14,406.16	\$11,689.66-\$14,550.22
Grade 18	\$41,439.17-\$52,939.29	\$41,853.57-\$53,468.68
Effective	<u>July 1/85</u> 4% Maximum \$1,000 including the 4% increase	
Grade 1	\$12,157.25-\$15,132.23	
Grade 18	\$43,527.71-\$55,607.43	

* Individual employees will receive equity adjustments to bring them up to their classification rate on the new salary scale. Maximum rate for Grade 1 is reached after one 9-month and 2 annual increases; for Grade 18, after one 6-month and 4 annual increases.

Hours of Work:	8 hours per day and 40 hours per week for Bookstore and Food Services production and service employees. 7 1/4 hours per day and 36 1/4 hours per week for all other employees.
Overtime Premium:	One and one-half times the regular rate of pay for all hours in excess of regular weekly hours.
Sunday Premium:	Double the regular rate of pay for all hours worked.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 8 days.
Pay for Work on Paid Holidays:	One and one-half times the regular rate of pay for all hours worked plus holiday pay.
Paid Vacation:	1 1/4 days per month for employees with less than 8 years of service, 1 2/3 days per month after 8 years of service.
Sick Leave:	Maximum of 66 continuous working days at regular rate of pay.
Bereavement Leave:	3 paid days in the event of the death of spouse, child, parent, brother, sister, parent, brother-, or sister-in-law.
Compassionate Leave:	Up to 3 paid days in case of a personal or family emergency requiring the employee's personal attention.
Jury and Witness Duty:	Employee receives regular rate of pay and gives any jury or witness pay to employer.

Paid Maternity Leave:	Employer pays the difference between 93% of the employee's regular rate and the U.I.C. benefit for 15 weeks.
Health and Welfare:	<p>Employer pays 100% of all health and welfare premium costs.</p> <p><u>Life Insurance</u> - Benefit is two times annual salary rounded to the next higher \$1,000.</p> <p><u>Long Term Disability Plan</u> - Benefit is 75% of regular wage, less 6% which is contributed to the pension plan, to a maximum of \$4,500 per month.</p> <p><u>O.H.I.P.</u> - Employer pays 100% of premium costs.</p> <p><u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs of Blue Cross plan.</p> <p><u>Major Medical</u> - Comprehensive plan with a \$25 deductible per family unit. Employer pays 100% of premium costs.</p> <p><u>Vision Care</u> - Maximum claim is \$60 per calendar year for prescription eyeglasses and \$150 per calendar year for contact lenses for employee and dependents.</p> <p><u>Dental Plan</u> - Coverage is based on the current year's Ontario Dental Association fee schedule, with no deductible or co-insurance on basic plan and 50%-50% co-insurance for major dental and orthodontic procedures.</p>
Pension Plan:	<p><u>Basic Benefit</u> - 2% of average pensionable salary based on best 60 consecutive months times years of credited service less an adjustment for C.P.P.</p> <p><u>Funding</u> - Employer and employee each contribute a total of 6% of regular salary, less an adjustment for C.P.P., plus 1% of regular salary to the superannuation adjustment fund.</p> <p><u>Early Retirement</u> - Employee may retire without actuarial reduction at age 60 with 20 or more years of service. Employee may retire at age 55, or if age plus years of service equal 90 with 10 or more years of service on a pension reduced by 5% for each year under 65.</p> <p><u>Survivor Income</u> - One-half the regular pension to spouse or dependent children.</p>
Union Leave:	Local President may use Wednesday afternoons, Thursdays and Fridays for union business at regular rate of pay.
Education Allowance:	Upon successful completion of Institute courses, the employer reimburses full tuition cost of work-related courses and one-half the tuition cost of non-work-related courses.
Meal Allowance:	\$4 after 2 overtime hours worked. Allowance is payable twice if employee works more than 9 1/4 hours on a Saturday, Sunday, or Holiday.

Royal Ontario Museum at Toronto - Local 543, Ontario Public Service Employees

Union (NUPGE) (CLC): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 216 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages: Effective July 1/84

General Increase 3.25%

Annual Rates

Category A

Group 1 (includes \$11,800-\$13,059
Clerk-Typist) (\$11,023-\$12,648)

Group 6 (includes \$23,781-\$26,417
Chief Editor) (\$22,393-\$25,585)

Category B

Group 1 (includes \$14,496-\$15,934
Display Technician) (\$13,575-\$15,432)

Group 7 (includes \$31,088-\$33,962
Lecturer) (\$29,413-\$32,893)

Maximum rate for Clerk-Typist and Display Technician is reached after 4 annual increases; for Chief Editor and Lecturer, after 5 annual increases.

Overtime Pay: Payable for hours worked immediately (1/2 hour) after completion of regular shift.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)

(technical services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 5,180 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Jan. 1/84

General Increase 5%

Weekly Rates
(36 1/4 hours per week)

Library Technician 2 \$321.80-\$356.90
(\$306.48-\$339.90)

Vocational Training \$704.78-\$864.10
Supervisor 1 (\$671.22-\$822.95)

LOCAL ADMINISTRATION

Durham Regional Municipality (Works Department) at Whitby - Local 1785, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4%	4.8%
	Labourer	\$10.93 (\$10.51)	\$11.46
	Mechanic 2 (Licensed)	\$13.25 (\$12.74)	\$13.90
	Start rates - 40¢ (30¢) less than job rate. Effective January 1, 1986, 50¢ less than job rate. Job rate is reached after six months.		
Shift Premium:	52¢ (48¢) for shifts commencing between 12 noon and 2 a.m. Effective January 1, 1986, 55¢.		
Lead-Hand and Sign-Maker Premium:	30¢ (20¢) for temporary lead-hand and sign-maker. Effective January 1, 1986, 40¢.		
Standby Pay:	\$8 (\$7.75) per day for standby duty continuing beyond normal working hours. Effective January 1, 1986, \$8.35.		
Paid Holidays:	Probationary employees entitled to paid holidays from commencement of employment (new).		
Bereavement Leave:	7 (5) consecutive days of paid leave in the event of the death of a son or daughter.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective January 10, 1985, maximum benefit is \$58,000 (\$55,000). Effective January 1, 1986, \$60,000.		
	<u>Long Term Disability Plan</u> - Maximum benefit is \$1,400 (\$1,300) per month. Effective January 1, 1986, \$1,600.		
	<u>Vision Care</u> - Maximum claim is \$75 (\$70) per employee every 24 months. Effective January 1, 1986, \$80.		
	<u>Dental Plan</u> - Effective January 10, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule.		
Education Allowance:	\$200 (\$190) maximum reimbursement on successful completion of the Ministry of Environment course. Effective January 1, 1986, \$220.		
Safety Shoe Allowance:	Maximum \$55 (\$50) per year. Effective January 1, 1986, \$60.		
Tool Allowance:	\$260 (\$250) per year for Auto Mechanics. Effective January 1, 1986, \$275.		

Addenda

June 1984 Settlement

TRANSPORTATION EQUIPMENT

Essex International of Canada Limited at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 31 1/2-month early renewal agreement effective from June 23, 1984* to February 6, 1987, with wages retroactive to February 6, 1984, covering 443 employees, settled at the bargaining stage and ratified in June, 1984. Duration of negotiations - 5 months.

* Previous agreement was scheduled to expire February 6, 1985.

Wages:	Effective	<u>Feb. 6/84</u>	<u>Feb. 6/85</u>	<u>Feb. 6/86</u>
General Increases		25¢	35¢	4%
Skilled Trades Adjustments		55¢-68¢		
Additional Adjustments		53¢ to General Maintenance; 40¢ and 41¢ to Process Set-Up "A" and "B" respectively		
Cutter Operator		\$5.81 (\$5.56)	\$6.16	\$6.41
Tool and Die "A"		\$11.96 (\$11.06)	\$12.31	\$12.80

Bereavement Leave: 1 day's paid leave if the funeral of the employee's mother or father takes place outside Ontario (North America) and employee does not attend.

Health and Welfare: Life Insurance and A. D. & D. - Effective July 1, 1984, benefit is \$8,000 (\$7,500) for Class 1 employees and \$7,000 (\$6,500) for Class 2 employees. Effective July 1, 1985, \$8,500 and \$7,500 respectively. Effective July 1, 1986, \$9,000 and \$8,000 respectively.

Weekly Indemnity - Effective July 1, 1984, benefit is \$125 (\$110) for Class 1 employees and \$85 (\$70) for Class 2 employees. Effective July 1, 1985, \$130 and \$90 respectively.

August 1984 Settlements

TRANSPORTATION EQUIPMENT

VentureTrans Manufacturing Inc. at Millhaven - Local 1837, Auto Workers (CLC): A
24-month first agreement effective from June 1, 1984 to May 31, 1986, covering 229 employees, settled with mediation assistance during a work stoppage in August, 1984. Duration of negotiations - 6 1/2 months.

Wages:	Effective	June 1/84	June 1/85	Dec. 1/85
	Increases	4%, except no increase for Tool Inspector	33¢	10¢
	Labourer	\$7.80 (\$7.50)	\$8.13	\$8.23
	Welder/Fitter I	\$12.45 (\$11.97)	\$12.78	\$12.88
	Tool Inspector	\$14.18 (\$14.18)	\$14.51	\$14.61

Classification Adjustments - Effective January 1, 1985, classification scale revised with some equity adjustments.

Start Rates - Effective January 1, 1985, 85% of Level II rates of pay.

Hours of Work: 8 hours per day, five 8-hour shifts per week.

Overtime Pay: Time and one-half for all hours worked beyond the regular hours and on a Saturday. Double-time for all work performed on a Sunday.

Shift Premium: 0-35¢-50¢.

Paid Rest Period: One 15-minute break in each half of the shift. Two 5-minute wash-up periods are provided.

Call Back Pay: Minimum 3 hours' pay at time and one-half regular rate, unless called back within 3 hours of regular shift starting time, in which case overtime payment is based on actual hours worked.

Reporting Pay: Eligible employee reporting for work and finding no work available receives payment for one-half shift at regular rate.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, December 24 and December 31 are recognized for a total of 11 days.

Pay for Work on Paid Holidays: Double-time for all hours worked, maximum 8 hours.

Paid Vacation:	Effective January 1, 1984, 3 weeks after 1 year of service, 4 weeks after 8 years of service.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, daughter, son, mother, father, sister, brother, mother-in-law, father-in-law, brother-in-law, and sister-in-law.
Jury Duty and Witness Leave:	Employer pays the difference between regular daily rate and fees received.
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is 1 times regular annual salary for employee with no dependants and 3 times regular annual salary for employees with dependants.</p> <p><u>OHIP</u> - Effective September 1, 1984, employer pays \$29.75 per month for employee with dependants and \$14.88 per month for employee with no dependants.</p> <p>Employer pays 100% of premium costs for Health Care Insurance, A. D. & D., Weekly Indemnity, and Long Term Disability Plan. No further details are available.</p>
Pension Plan:	Previous plan continues. No further details are available.
Safety Shoe Allowance:	Maximum \$35 for one pair per year.
Travel Allowance:	Eligible employee receives 20¢ per kilometre, up to \$28 per day for food, and reasonable cost for accommodation.
Tool Allowance:	Employer pays the cost of quality tools damaged or broken during working hours.
Education Allowance:	Employer continues current practices with regards to employee education upgrading and tuition fees and book refund. No further details are available.

HEALTH AND WELFARE SERVICES

Central Park Lodges at Hamilton, London, Ottawa and Toronto - various locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Five 12-month renewal agreements effective from June 1, 1984 to May 31, 1985, covering 386 employees, settled at the bargaining stage and ratified in August, 1984. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/84</u>	<u>Dec. 1/84</u>
	General Increases	20¢	20¢
	Domestic	\$7.95-\$8.45 (\$7.75-\$8.25)	\$8.15-\$8.65
	Cook 1	\$9.05-\$9.60 (\$8.85-\$9.40)	\$9.25-\$9.80

Maximum rates are reached after 2 annual increases.

Court Attendance Pay (new): Employee subpoenaed to attend court or coroner's inquest on regular days off, in connection with cases arising from work-related duties, will either have the day off re-scheduled or receive regular straight time pay for hours attending hearing.

Bereavement Leave: Common-law spouse and common-law children are added to provision for up to 3 days' paid leave (new).

December 1984 Settlement

TRANSPORTATION EQUIPMENT

Blackstone Industrial Products Ltd. at Stratford - Local 1132, Auto Workers (CLC):
A 36-month renewal agreement effective from March 24, 1985 to March 23, 1988, with wages retroactive to December 24, 1984, covering 425 employees*, settled at the bargaining stage and ratified in December, 1984. Duration of negotiations - 3 weeks.

* Includes 17 employees currently on lay-off status.

Wages:	Effective	Dec. 24/84	Mar. 23/86	Mar. 23/87
Increases		55¢-76¢	58¢-80¢	62¢-85¢
Group 2 (includes Oil Cooler Assembler)		\$9.71 (\$9.16)	\$10.29	\$10.91
Group 12 (Electrician- Electronic)		\$13.40 (\$12.64)	\$14.20	\$15.05

Lump Sum Settlement Payment: \$200 per employee.

Shift Premium: 0-28¢-28¢ (0-25¢-25¢).

Paid Holidays: 39 (38) over the term of the contract.

Paid Vacation: 5 weeks after 25 years of service (new).

Crown Witness Pay (new): Employee receives the difference between regular daily wages and payment for being a subpoenaed crown witness.

Health and Welfare: Life Insurance and A. D. & D. - Effective January 1, 1985, benefit is \$12,000 (\$11,000). Effective April 1, 1987, \$13,000.

Weekly Indemnity - Benefit is payable on a 1/1/1/4/26 (1/1/1/8/26) basis.

Long Term Disability Plan (new) - Effective April 1, 1986, benefit is \$500 per month, offset by C.P.P. disability benefits.

Vision Care - Effective April 1, 1985, maximum claim per employee and dependents is \$80 (\$60) every 24 months. Effective April 1, 1987, \$100.

Dental Plan - Effective January 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective April 1, 1986, orthodontic services with 50%-50% co-insurance and a maximum claim of \$750 per child up to age 21 (new). Effective April 1, 1987, prostodontic services with 50%-50% co-insurance and a maximum claim of \$750 per child up to age 21 (new).

Pension
Plan:

Basic Benefit - Effective January 1, 1985, \$9.50 (\$8.50) per month per year of service. Effective April 1, 1986, \$10.50. Effective April 1, 1987, \$11.50.

Tool
Allowance
(new):

Employer pays 50% of cost of tools to a maximum of \$200 per calendar year.

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ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
FEBRUARY 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Electrical Products. Canadian General Electric reached a two-year agreement with the United Electrical Workers in February for 3,500 employees at five of the company's plants in Ontario. Wages were increased 22-38 cents on December 24, 1984, 10 cents on July 1, 1985, and 12-26 cents on December 23, 1985. A 26-cent cost-of-living adjustment paid under the previous agreement was folded into pay rates, and the cost-of-living provision was continued to provide quarterly payments calculated at 1 cent an hour for each 0.32-point change in the Consumer Price Index (1971=100).

Changes in benefit provisions included:

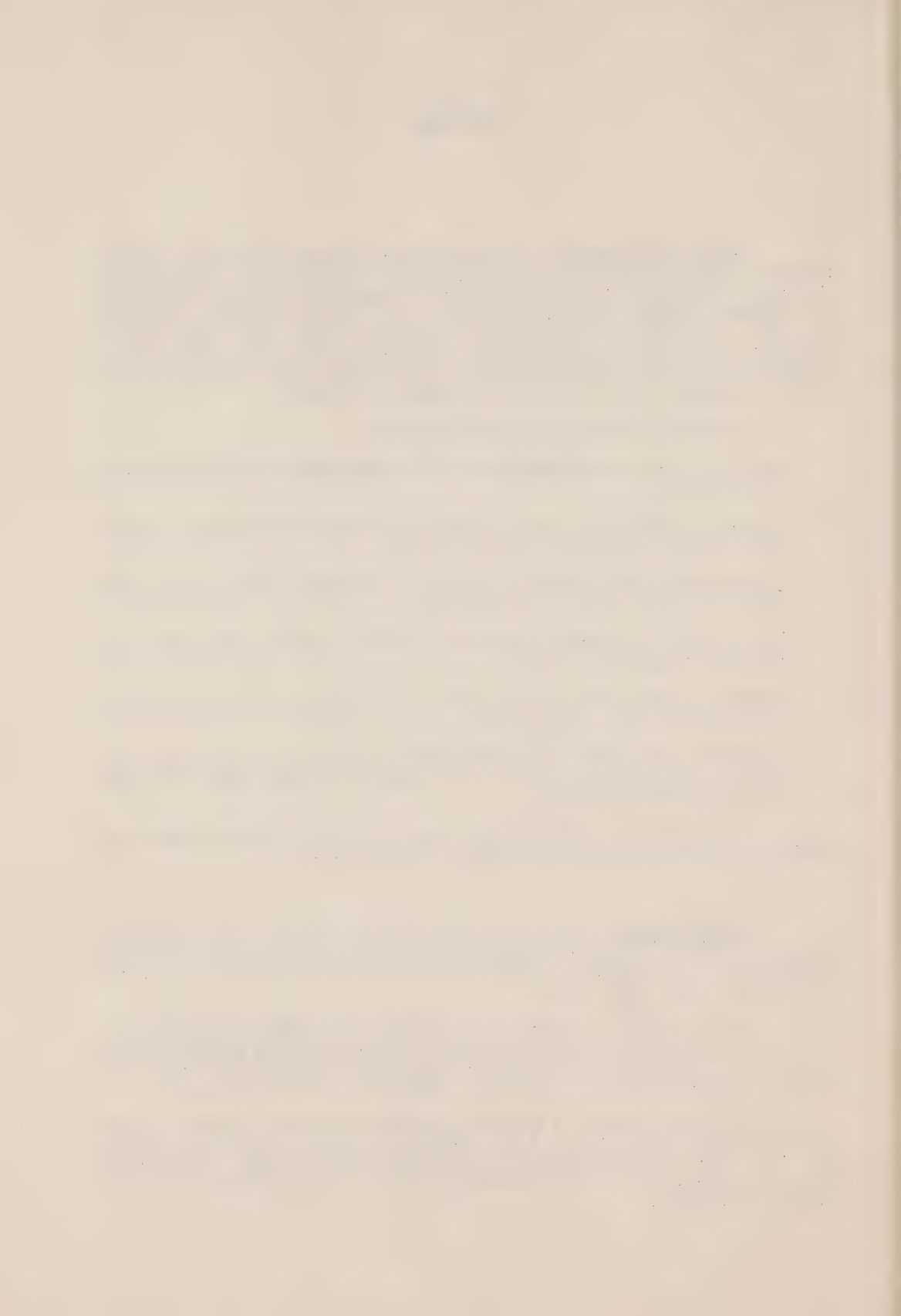
- Extension of paid bereavement leave to include death of a brother-in-law or sister-in-law.
- Increased payments for loss of limb or sight under the life and accidental death and dismemberment insurance plan.
- Continuation of OHIP premium assistance to age 60 for employees laid off after age 55 with 10 years of service.
- Increase in the maximum payments for several services under the major medical and dental care plans.
- Increase in the monthly pension rates for each year of credited service for normal and early retirement.
- Increased payment under the Income Extension Aid plan for employees laid off for lack of work and if U.I.C. benefits discontinued during the initial 52 weeks of layoff.

A new provision established a training period of up to 6 weeks for eligible employees displaced as a result of lack of work.

School Boards. Settlements of 31 major school board agreements affecting a total of 17,400 teachers and support employees were concluded during January and February. Twenty-three of the new agreements are to run for one year, and 8 for 2 years.

Wage increases provided in the one-year agreements ranged from 2.9 to 7.2 percent, with most of the employees affected receiving between 4.0 and 4.9 percent. Increases in the two-year agreements ranged from 3.35 to 14.4 percent over the term of the agreement, averaging 4.2 percent per year.

The main changes in benefit provisions involved updating the fee schedules under dental plans. A few agreements reduced the service requirement for 5 weeks' paid vacation, or increased benefits under vision care, long term disability or life insurance plans. Nine agreements made no changes in benefits.



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York Regional Municipality and York Regional Land Div. Committee, Newmarket	CUPE (CLC)	64

FURNITURE AND FIXTURE

Sklar-Peppler Inc., Sklar Division, formerly Heintzman Ltd., at Whitby - Local 50, Upholsterers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1985 to February 28, 1986, covering 509 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/85</u>
	General Increase	25¢
	Panel Maker	\$7.17 (\$6.92)
	Journeyman	\$11.55 (\$11.30)

Cost of Living Provision: 70¢ COLA generated during a previous agreement continues to float.

COLA Clause is inoperative, as previously.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$7,000 (\$6,000).

Weekly Indemnity - Maximum benefit is \$140 (\$130) per week. Effective January 1, 1986, \$150.

Dental Plan - Effective June 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Continuation of Benefits - Coverage under insurance and welfare plans continues for 9 (6) months following absence from work due to disability.

Pension Plan: Basic Benefit - Effective January 1, 1986, \$7 (\$6) per month per year of service.

PAPER AND ALLIED

Reed Inc., Sunworthy Wallcoverings Div., formerly Reed Decorative Products Ltd., at Brampton - Local 304, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from February 19, 1985 to February 18, 1988, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 19/85</u>	<u>Feb. 19/86</u>	<u>Feb. 19/87</u>
	General Increases	1%	2%	4.5%
	Grade 16 (Production Worker)	\$9.36-\$9.68 (\$9.27-\$9.58)	\$9.55-\$9.87	\$9.98-\$10.31
	Grade 0 (includes Painter "A")	\$14.14-\$14.47 (\$14.00-\$14.33)	\$14.42-\$14.76	\$15.07-\$15.42

Maximum rates are reached after two 3-month increases.

Lump Sum Payments:	Quarterly payments of \$187.50 beginning February 21, 1985 through December 12, 1985 and \$125 from March 13, 1986 to December 18, 1986.	
Cost of Living Allowance:	Effective February 19, 1986 and in the second contract year only, 1¢ per 0.26 point change in the Consumer Price Index - 1971=100, with downward adjustments limited to the amount of the previous upward adjustments. Triggers at 5% (10%) above the October 1985 Index. Adjusted quarterly. (Basic formula is unchanged. Previously, effective in third contract year only. Formula did not trigger.)	
Shift Premium:	Effective February 19, 1986, 0-37¢-47¢ (0-35¢-45¢). Effective February 19, 1987, 0-40¢-50¢.	
Paid Vacation:	3 weeks after 4 (5) years of service. Effective February 19, 1986, 4 weeks after 10 (11) years.	
Bereavement Leave:	Effective February 19, 1986, 5 (3) days' paid leave upon death of parent and 3 days' paid leave (new) to attend funeral of grandchild.	
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$18,500 (\$17,500). Effective February 1, 1986, \$20,000.	
	<u>Long Term Disability Plan</u> - Effective February 19, 1987, benefit is 70% of regular earnings, payable up to a maximum of 3 (2) years.	
	<u>Vision Care (new)</u> - Effective February 19, 1987, maximum claim is \$100 every 2 years.	
	<u>Dental Plan</u> - Effective February 19, 1987, maximum benefit for orthodontic services is \$500 per year (new), with lifetime maximum of \$1,000 (\$500).	
Meal Allowance:	Effective February 19, 1986, \$5 (\$4) after 2 hours of unscheduled overtime.	
Safety Shoe Allowance:	Effective February 19, 1987, \$60 (\$50) per year.	
Tool Allowance:	Effective February 19, 1986, maximum \$75 (\$50) per year.	

PRIMARY METAL

CAE DieCast Ltd., formerly CAE-Montupet DieCast Ltd., at St. Catharines - Local 2719, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from January 2, 1985 to January 1, 1987, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 2/85</u>	<u>Jan. 2/86</u>
	General Increases	6.5%	5%*

Jan. 2/85

Jan. 2/86

Additional
Adjustments

Wage scale
reorganized
into 12
job classes

Job Class 1
(includes Labourer)

\$8.75
(\$8.22)

\$9.19

Job Class 12
(includes Electrician)

\$12.54
(\$11.77)

\$13.17

* 5% increase applied after the COLA fold-in. Second year rates shown do not include the COLA fold-in.

Cost of Living
Allowance:

1¢ per full 0.2 point increase in the Consumer Price Index - 1981=100, using the November, 1984 index as the base. Adjusted monthly. Folded into wages on December 31, 1985 and capped at 50¢ over the contract term. (Basic formula is unchanged. Previously, triggered at 5% and capped at 40¢. Formula did not trigger.)

Shift Premium:

Effective January 2, 1986, 0-40¢-50¢ (0-35¢-45¢).

Paid Holidays:

13 (12).

Paid Vacation:

4 weeks after 10 (12) years of service.

Health and
Welfare:

Weekly Indemnity - Benefit is payable on a 1/1/4/26 (1/1/8/26) basis.

Safety Shoe
Allowance:

\$60 (\$55) per contract year.

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 2, 1985 to February 6, 1987, covering 365 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:

Effective

Feb. 2/85

Feb. 3/86

General Increase

28¢

Job Class
Increments

25¢
(25¢)

26¢

Labourer
(Class 2)

\$8.78
(\$8.78)

\$9.07

Tool Maintenance
(Class 17)

\$12.53
(\$12.53)

\$12.97

Start Rate (new) - 90% of job rate for job classes 1 to 13 for 60 working days.

Lump Sum Settlement Payment: \$300-\$450 depending on job class for all active employees on February 7, 1985.

Health and Welfare: Life Insurance - Effective February 1, 1986, benefit is \$16,000 (\$15,000).
A. D. & D. (new) - Effective March 1, 1985, benefit is \$15,000. Effective February 1, 1986, \$16,000.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$12 (\$11.50) per month per year of service. Effective January 1, 1986, \$12.50.

Safety Shoe Allowance: Effective February 1, 1986, \$45 (\$42) per year.

Royal Canadian Mint at Ottawa, Ontario, Hull, Quebec and Winnipeg, Manitoba - Public Service Alliance (CLC): A 15-month renewal agreement effective from October 1, 1984 to December 31, 1985, covering 324 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Oct. 1/84

General Increase 4%

Additional Adjustment Senior Engraver and Senior Technical Analyst classifications added

Annual Rates

Order Process Clerk \$15,908-\$17,359
(\$15,296-\$16,691)

Senior Technical Analyst (new) \$37,750-\$41,500

Hourly Rate

Electrician \$14.40
(\$13.85)

Maximum rate for Order Process Clerk and Senior Technical Analyst is reached after 3 years.

Shift Premium: 0¢-40¢-50¢ (0¢-30¢-40¢).

Paid Vacation: Effective January 1, 1985, 5 weeks after 18 (20) years of service, 6 weeks after 25 (30) years.

Paid Maternity Leave: Employer pays 100% of salary for the 2 week U.I.C. waiting period (new).

Health and Welfare: Dental Plan - Effective January 1, 1985, coverage is based on the 1985 (1980) Ontario Dental Association fee schedule. Major dental work coverage is extended to include caps, crowns, and a variety of other dental work with 50%-50% co-insurance (new).

Meal Allowance: \$5 (\$4.25) after 3 hours of overtime.

Call-back \$5 (\$3).

Travel Allowance:

Recall Employee on lay-off with 5 years of service has recall rights for 12 (9) months.

Rights:

MACHINERY

Jacuzzi Canada Limited at Toronto - Local 8485, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1985 to January 31, 1988, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/85	Feb. 1/86	Feb. 1/87
General		3%	5%	5%
Increases				
Group 1		\$8.80-\$10.06	\$9.24-\$10.56	\$9.70-\$11.09
(Assembler 6)		(\$8.54-\$9.77)		
Maintenance		\$13.65-\$15.88	\$14.33-\$16.67	\$15.05-\$17.51
Mechanic I		(\$13.25-\$15.42)		

Maximum rates are reached after 4 eight-week increases.

Conditional Adjustments - Effective August 1, 1985, 20¢ per hour allowance if the July 1985 Consumer Price Index (1971=100) exceeds the July 1984 CPI by 20 points. Effective August 1, 1986 and August 1, 1987, an additional 20¢ per hour respectively if there is a 25-point increase in the CPI in the corresponding years. (Basic allowance is unchanged.)

Shift Premium: 0-40¢-45¢ (0-35¢-35¢). Effective February 1, 1986, 0-45¢-50¢. Effective February 1, 1987, 0-50¢-55¢.

Overtime Pay: Two times regular rate for all hours worked in excess of 11 (12) hours.

Lead-Hand Premium 30¢ per hour. Effective February 1, 1986, 35¢. Effective February 1, 1987, 40¢.

(new):

Call-back Pay: Minimum 4 hours' pay at one and one-half times (one times) the regular rate.

Paid Holidays: 1 floating holiday is added for a total of 12 (11) days.

Holiday Pay: Employee laid off 14 days before or after a holiday is paid holiday pay (new).

Paid Vacation: 4 weeks after 10 (11) years of service.

Citizenship 1 day's paid leave to attend hearing.

Hearing

Leave (new):

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$30,000 (\$25,000).

Weekly Indemnity - Benefit is 2/3 of regular earnings to a maximum of \$500 (U.I.C. maximum).

Long Term Disability Plan (new) - Effective February 1, 1987, benefit is 60% of regular earnings to a maximum of \$1,000 per month.

Vision Care (new) - Maximum claim is \$75 per employee or dependent for replacement of frames and lenses with a change in prescription every 2 years and replacement due to breakage every 3 years.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective February 1, 1986, the 1985 O.D.A. fee schedule. Effective February 1, 1987, the 1986 O.D.A. fee schedule.

Continuation of Benefits - Employer continues payment of medical insurance premiums excluding weekly indemnity and L.T.D. for one month after employee is laid off (new), for 18 (12) months for employee absent due to an accident, and for 24 (18) months for employee on Worker's Compensation.

Pension Plan:

Funding - Employer contributes 19¢ per standard work hour. (Under the previous agreement, 10¢ per standard hour was paid to a trust fund effective January 30, 1985 to establish the pension plan). Effective February 1, 1986, \$27.5¢. Effective February 1, 1987, 34.5¢.

Basic Benefit (new) - \$5 per month per year of past and future service. Effective February 1, 1986, expected benefit is \$8. Effective February 1, 1987, expected benefit is \$10.

Meal Allowance: \$5 (\$3.50) after 10 hours of work.

Safety Shoe Allowance: \$50 (\$45) for one pair per year. Effective February 1, 1986, \$55. Effective February 1, 1987, \$60. Machine shop and fiberglass department employees receive the same allowance per pair for 2 (1) pairs per year.

TRANSPORTATION EQUIPMENT

Sheller-Globe Co. Limited at Kingsville - Local 1769, Auto Workers (CLC): A 26-month renewal agreement effective from November 1, 1984 to December 31, 1986, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 1/84	Nov. 1/85	May 1/86
General Increases		50¢	25¢	25¢
General Factory		\$6.90 (\$6.40)	\$7.15	\$7.40
Shipping/ Receiving		\$8.50 (\$8.00)	\$8.75	\$9.00

Shift Premium: 0-15¢-17¢ (0-10¢-12¢).

Paid Holidays: 14 (13) days.

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1985, benefit is \$10,000 (\$5,000).

Weekly Indemnity - Benefit is \$125 (\$100) per week. Effective November 1, 1985, \$150.

Vision Care - Maximum claim is \$70 (\$60) every 24 months.

Can-Car Rail Inc., formerly Hawker Siddeley Canada Inc., Canadian Car Division, at Thunder Bay - Local 1075, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1984 to May 31, 1987, covering 450 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 1/2 months.

* Includes 278 employees currently on lay-off status.

Wages:	Effective	June 1/84	June 1/85	June 1/86
COLA Fold-in		92¢		
General Increases		15¢	10¢	10¢
Additional Adjustment		Certain classifications upgraded		
Labourer		\$11.85-\$12.05 (\$10.78-\$10.98)	\$11.95-\$12.15	\$12.05-\$12.25
Electrician Maintenance		\$13.35-\$13.55 (\$12.28-\$12.48)	\$13.45-\$13.65	\$13.55-\$13.75
Tool and Die Maker		\$13.55-\$13.75 (\$12.48-\$12.68)	\$13.65-\$13.85	\$13.75-\$13.95

Maximum rates are reached after 30 working days.

Lump Sum Settlement Payment: \$150 per employee.

Cost of Living Allowance: \$1.04 COLA float was generated under the previous agreement; 92¢ folded into wages on June 1, 1984 and 12¢ continues to float.
1¢ per 0.33 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Paid Vacation: Maximum 6 weeks for employees currently entitled to 6 weeks or less and under age 55 (new). Employees aged 55 or older retain entitlement to 7 weeks after 29 years of service. One additional week per year for employees aged 62 after 30 years of service, and one additional week in the year the employee achieves 35 years of service (unchanged).

Health and Welfare: Life Insurance and A. D. & D. - Effective February 12, 1985, benefit is \$20,000 (\$14,000).

Weekly Indemnity - Benefit is the U.I.C. maximum payment, with a minimum benefit of \$276 (\$255) per week. Benefit will increase to the U.I.C. maximum benefit effective June 1, 1985 and 1986 respectively.

Pension Plan: Effective June 1, 1985, \$10 (\$9.50) per month per year of service. Effective June 1, 1986, \$10.50.

Lump Sum Payment - Effective February 12, 1985, \$10 per year of service to employees retired before June 1, 1984.

Tool Allowance: Maximum \$100 per year for skilled tradesman to replace broken tools (new).

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Toronto, Burlington, Peterborough, Guelph and Trenton - Various locals, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from December 24, 1984 to December 23, 1986, covering 3,500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 24/84</u>	<u>July 1/85</u>	<u>Dec. 23/85</u>
	Increases	22¢-38¢	10¢	12¢-26¢
	COLA fold-in	26¢		

Toronto and Peterborough Plants

Light Assembly	\$10.625 (\$10.145)	\$10.725	\$10.845
Labourer	\$10.785 (\$10.305)	\$10.885	\$11.005
Tool and Die Maker	\$13.994 (\$13.384)	\$14.094	\$14.334

Previous rates reflect 8¢ COLA folded in during the previous agreement.

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100 between June 1985 and September 1985, to be folded into wages December 23, 1985. Three further quarterly adjustments between December 1985 and September 1986. (Basic formula is unchanged.)

Shift Premium: 0-4%-6% (unchanged.)

Bereavement Leave: 3 days' paid leave (new) upon death of brother-in-law or sister-in-law; 3 (1) days' paid leave upon death of grandchild.

Health and Welfare: Life Insurance for Retirees - For new employees hired on or after June 1, 1986, 1 (2) times earnings.

A. D. & D. - Benefit is \$20,000 (\$10,000) for loss of one limb or eye and \$40,000 (\$20,000) for loss of more than one limb and/or eye.

O.H.I.P. - Premium assistance to employee laid off after age 55 with 10 years of service to continue to age 60 (new).

Major Medical - Effective January 1, 1985, maximum reimbursement for services of osteopath, chiropractor, naturopath and podiatrist, including x-rays, \$200 (\$175) per year. Drug plan coverage revised according to the Ontario Pharmacists' Association Plan Z. Effective January 1, 1986, orthopaedic shoes coverage to a maximum \$50 per person per year.

Dental Plan - Effective in 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Maximum annual claim is \$1,000 (\$750). Effective in 1986, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$11.20-\$18.40 (\$11.20-\$17.60) per month per year of service depending on earnings. Effective January 1, 1986, \$11.20-\$19.20.

Early Retirement Bridging Supplement - Effective January 1, 1985, \$10 (\$9) per month per year of service to a maximum of \$300 per month. Effective January 1, 1986, \$11 to a maximum of \$330 per month.

Income Extension Aid: \$276 (\$231) per week if laid off due to lack of work and if U.I.C. benefits discontinued during initial 52 weeks of layoff.

Job Security (new): Up to 6 weeks training for eligible employees displaced due to lack of work.

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1985 to January 31, 1986, covering 203 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/85	Nov. 1/85
	General Increases	4.3%	.7%
	Grade 11 (Labourer)	\$11.39 (\$10.92)	\$11.47
	Grade 5 (includes Group Leader)	\$14.01 (\$13.43)	\$14.10
	Grade 3 (includes Electrician 1st)	\$16.78 (\$16.09)	\$16.89

Continuous Shift Premium: 31¢-63¢-\$1.11 (30¢-60¢-\$1.06). Effective November 1, 1985, 32¢-63¢-\$1.11.

Health and Welfare: Life Insurance - Effective March 1, 1985, \$32,000-\$41,000 (\$30,500-\$39,500), according to grade level. Effective November 1, 1985, \$32,000-\$41,500.

Weekly Indemnity - Effective March 1, 1985, \$315-\$410 (\$300-\$395) per week, according to grade level. Effective November 1, 1985, \$315-\$415.

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC): A
 12-month renewal agreement effective from March 1, 1985 to
 February 28, 1986, with wages retroactive to February 1, 1985,
 covering 747 employees, settled at the bargaining stage.
 Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/85</u>
	General Increase	4.3%
	Utility "A"	\$11.58 (\$11.10)
	Lead Journeyman	\$16.83 (\$16.14)
	Chief Operator	\$18.13 (\$17.38)

Shift Premium: 0-63¢-\$1.11 (0-60¢-\$1.06).
 7 day continuous operation:
 12 hour shift: 42¢-94¢ (40¢-90¢).

Health and Welfare: Weekly Indemnity - Benefit is \$280-\$450 (\$280-\$430) per week,
 depending on classification.

Long Term Disability Plan - Benefit is \$1,150-\$1,750
 (\$1,100-\$1,700) per month, depending on classification.

FORESTRY

Kimberly-Clark of Canada Limited, Pulp and Forest Products Division at Longlac
 - Local 2693, Carpenters (AFL-CIO): A 36-month renewal
 agreement effective from September 1, 1984 to August 31, 1987,
 covering 770 employees, settled with mediation assistance.
 Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases*	2.5%	4%	5%
	Additional Adjustment	Nursery Worker added to Silviculture Addendum, some adjustments to Conifer piece- work wage sche- dule prior to increase**		

Hourly Rates

General Labourer	\$13.65 (\$13.32)	\$14.20	\$14.91
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	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Class "A"	\$17.00	\$17.68	\$18.57
Tradesman	(\$16.59)		

* Increases apply to hourly rated employees and Conifer piecework rates only. Poplar piecework rates increase by 1%, 2.5% and 3.5% on September 1, 1984, 1985, and 1986, respectively.

** Conifer piecework rates for cutting and skidding 10, 12 and 14 cm diameter spruce and balsam trees adjusted by 10% prior to September 1, 1984 increase.

Shift Premium: Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective March 1, 1985, employer contributes \$37.44 (\$32.08) per month for single coverage and \$77.85 (\$65.99) per month for family coverage including the anticipated increase in the Drug Plan on April 1, 1985. Effective September 1, 1986, employer pays the then current premiums for the remainder of the agreement.

Weekly Indemnity - Effective March 1, 1985, maximum benefit is \$325 (\$315) per week. Effective September 1, 1985, \$335. Effective September 1, 1986, \$345.

Long Term Disability Plan - Effective March 1, 1985, benefit is 50% of monthly earnings. (Previously, 50% of monthly earnings to a maximum of \$1,400 per month.)

Dental Plan - Effective March 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective September 1, 1985, benefit is 1% (7/8 of 1%) of average monthly earnings based on all years of service from August 31, 1980, plus 7/8 of 1% for all other years of past service.

Vesting - Effective September 1, 1985, employee with 10 years of continuous service is eligible for a deferred benefit at age 65. (Previously, employee with 10 years of continuous service at 45 years of age.)

Mileage Allowance: Effective February 5, 1985, 20¢ (19¢) per kilometre.

Protective Clothing Subsidy: Effective February 5, 1985, employer will sell to employee safety pants at \$9 (\$7), safety boots at \$12 (\$10), and safety mitts and gloves at \$6 (\$5), below invoice price.

Power Saw Rental: Employer pays to day workers using own saws \$10.00 (\$9.50) per 8 hour day for felling and limbing and \$11.00 (\$10.50) per day for bucking at a landing on a skidding operation.

COMMUNICATION

Canada Post Corporation, system-wide - Postal Officials (Ind.) (postal supervisors):

A 15-month renewal agreement effective from October 1, 1984 to December 31, 1985, covering 1,800 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages: Effective Oct. 1/84

General Increase 2.9%

Weekly Rates

PO-SUP 1 \$583.75-\$599.97
(\$566.52-\$582.28)

PO-SUP 7 \$721.75-\$743.77
(\$701.41-\$722.81)

Cost of Living Allowance: 1¢ per 0.26 point change in the Consumer Price Index - 1971=100. Adjusted quarterly beginning December 1984 based on the index for September 1984. Triggers at 5% (6%). (Previously, COLA clause was inoperative. Basic formula is unchanged.)

Health and Welfare: Group Surgical-Medical Insurance Plan - Effective March 1, 1985, employer pays 100% (70%) of premium cost.
Dental Plan - Effective March 1, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Recall Rights (new): After 2 years of employment, 1 year in seniority order. (Provision replaced severance pay in cases of layoff.)

Severance Pay: For employee terminated after having exhausted all recall rights, 2 weeks' pay for the first year and 1 week's pay for each additional year of continuous employment up to a maximum of 28 (27) weeks' pay. (Previously, paid in case of first layoff only; for second and subsequent layoff, 1 week's pay per year of continuous employment up to a maximum of 27 weeks' pay.)

Meal Allowance: Effective January 1, 1985, \$6.25 (\$6) after 2 hours of overtime.

Safety Footwear Allowance: Effective April 15, 1985, \$230 (\$220) per year.

Glove Allowance: \$20 (\$19) per year.

Displacement Allowance: \$200 or \$400 (\$100 or \$300) lump sum payment to employee permanently transferred due to technological change or change in operating methods, where the distance to work is increased by 2 or 4 miles, respectively.

ELECTRICAL POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 340 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	4.3%
	Job Level 201 (Office Messenger)	\$7.76 (\$7.44)
	Job Level 108 (includes Lineman)	\$13.32-\$15.59 (\$12.77-\$14.95)
	Job Level 212 (includes Electrical Engineering Technician)	\$15.38-\$17.51 (\$14.75-\$16.79)
	Maximum rate for Lineman and Electrical Engineering Technician is reached after 42 months.	
	The following changes are effective March 1, 1985.	
Shift Premium:	0-40¢-40¢ (0-30¢-30¢).	
Saturday/Sunday Premium:	50¢ (40¢) per hour worked.	
Standby Premium:	\$55 (\$48) per 7 day week, plus an extra \$10 (\$8.50) on a paid holiday.	
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.	
Safety Footwear Allowance:	\$70 (\$50) per year for permanent employees designated by management and \$80 (\$60) per year for Leading Lineman, Lineman and Tree Trimmer.	

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly rated, clerical and technical employees): Two 24-month renewal agreements effective from February 1, 1985 to January 31, 1987, covering 897 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	5%	4.5%
	Additional Adjustments	Some classification adjustments	
	Labourer	\$13.10 (\$12.48)	\$13.69
	Journeyman A	\$17.22 (\$16.40)	\$17.99
	<u>Weekly Rates</u>		
	Clerk Grade 1	\$308.70-\$452.20 (\$293.87-\$430.27)	\$322.70-\$472.50

	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>
Technical Assistant	\$670.60-\$777.00	\$700.70-\$812.00
Grade 3	(\$638.48-\$739.89)	
Maximum rates are reached on merit.		
Cost of Living Allowance:	Effective in the second contract year, 1% per full 1% change in the Consumer Price Index - 1971=100, using the January, 1986 index as the base. Triggers at 4.5%. Adjusted and folded into wages every 2 months.	
Shift Premium:	0-45¢-50¢ (0-40¢-45¢).	
Paid Vacation:	4 weeks after 7 (8) years of service.	
Paid Maternity Leave:	Employee receives the difference between 95% of normal, straight-time pay and U.I.C. benefit for 15 weeks (new), after 2 weeks at 93% of normal, straight-time pay (unchanged.)	
Health and Welfare:	<u>Vision Care</u> - Effective by May 1, 1985, maximum claim for eyeglasses or contact lenses is \$110 (\$80) every 2 years. <u>Dental Plan</u> - Effective by May 1, 1985, fixed prosthodontic services with 50%-50% co-insurance (new). Effective February 1, 1986, orthodontic services with 50%-50% co-insurance to a lifetime maximum of \$1,000 per employee and family member covered (new).	
Pension Plan:	When employee dies or is totally and permanently injured on the job, the employee or surviving spouse or dependent children under age 19 continue to receive the regular straight-time earnings and benefits for one full year from date of eligibility. Any payments received are reduced by the amount received under the OMERS Pension Plan, Canada Pension Plan and Workers' Compensation (new).	
Meal Allowance:	\$7 (\$6.75) per meal for eligible employee.	
Tool Allowance:	Maximum \$75 (\$70) per contract year.	
Safety Shoe Allowance:	Maximum \$80 (\$75) per contract year for Overhead classifications and \$70 (\$65) for other employees.	

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Ontario Secondary School Teachers' Federation (Ind.) A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 212 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teacher-Category 1	\$19,695-\$34,115
	0-11 years	(\$18,757-\$32,490)

Sept. 1/84

Teacher-Category 4 0-11 years	\$23,563-\$43,091 (\$22,441-\$41,039)
Vice-Principal 0-2 years	\$50,249-\$51,913 (\$47,856-\$49,441)
Principal 0-3 years	
"A" School	\$54,784-\$58,108 (\$52,175-\$55,341)
"B" School	\$52,821-\$56,145 (\$50,306-\$53,471)

Related Experience Allowance: \$289 (\$279) to a maximum of \$2,310 (\$2,200) for related experience beyond Faculty of Education entrance requirements.

Health and Welfare: Dental Plan (new) - Effective as soon as possible after ratification, employer to pay 70% of premium cost of Blue Cross Plan #9 with coverage based on the 1982 Ontario Dental Association fee schedule, provided there is 75% member participation.

Long Term Disability Plan - Employee pays 100% of premium costs if the provisions for the dental plan are met. If insufficient participation in the dental plan, employer will continue to pay 90% of premium costs.

Union Leave: 15 (10) days of paid leave for District Chairperson and President.

Course Travel Allowance: \$75 (\$50) for distances over 32 kilometres.

Professional Development Fund: \$12,000 (\$10,000) per calendar year.

Carleton Roman Catholic Separate School Board at Nepean - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 700 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	1%	5%, not compounded
	Teacher-Category 1 0-7 years	\$15,319-\$22,444 (\$15,167-\$22,222)	\$15,925-\$23,333
	Teacher-Category 4 0-12 years	\$20,241-\$33,391 (\$20,041-\$33,060)	\$21,043-\$34,713
	Teacher-Category 7 0-14 years	\$25,162-\$44,888 (\$24,913-\$44,444)	\$26,159-\$46,666

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Co-ordinator	\$41,384-\$48,803 (\$40,974-\$48,320)	
<u>Principal</u>		
Less than 600 pupils	\$42,309-\$49,571 (\$41,890-\$49,080)	\$43,985-\$51,534
601 pupils and over and Senior Elementary Schools	\$44,561-\$51,843 (\$44,120-\$51,330)	\$46,326-\$53,897
Special Education Allowance:	Elementary Certificate \$478 (\$473) Intermediate Certificate \$781 (\$773) Supervisor's Certificate \$1,081 (\$1,073)	\$497 \$812 \$1,127
Responsibility Allowances:	Vice-Principal of Elementary School \$177 (\$175) per classroom above placement Teacher Designate \$636 (\$630) Consultant \$2,117 (\$2,096) Department Chairman of Senior School \$424 (\$420)	\$184 \$662 \$2,201 \$441

Etobicoke City Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, maintenance and other employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 465 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	Caretaker	\$10.47-\$11.07 (\$9.92-\$10.52)
	Plumber	\$17.31 (\$16.76)
	Maximum rate for Caretaker is reached after 12 months.	

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 210 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	Sept. 1/84
	General Increase	4%
	Teacher-Category A1 0-11 years	\$20,890-\$35,435 (\$20,087-\$34,073)
	Teacher-Category A4 0-12 years	\$24,832-\$44,500 (\$23,877-\$42,788)
	Vice-President 0-3 years	\$48,713-\$52,590 (\$46,840-\$50,568)
	Principal 0-3 years	\$55,320-\$59,196 (\$53,193-\$56,920)

Lennox and Addington County Board of Education at Napanee - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 250 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 1/2 months.

Wages:	Effective	Sept. 1/84	Mar. 1/85
	Average Increases	3.8%	1%
	Teacher-Category D 0-6 years	\$15,694-\$21,582 (\$15,047-\$20,692)	\$15,799-\$21,727
	Teacher-Category A1 0-11 years	\$19,649-\$33,745 (\$19,436-\$32,379)	\$19,852-\$34,094
	Teacher-Category A4 0-11 years	\$23,727-\$42,382 (\$23,282-\$40,539)	\$23,973-\$42,821
Responsibility Allowances:	Increased by 4%.		

Lincoln County Board of Education at St. Catharines - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 685 employees, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/84
	General Increase	4%
	Teacher-Category 1 0-10 years	\$21,129-\$35,400 (\$20,316-\$34,038)
	Teacher-Category 4 0-11 years	\$25,417-\$44,671 (\$24,439-\$42,953)
Responsibility Allowances:	Increased by 4%.	

Health and Welfare: Long Term Disability - Effective March 1, 1985, waiting period is 6 (12) months or until cumulative sick leave is exhausted, whichever is later.

Muskoka County Board of Education at Bracebridge - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 270 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/84	Sept. 1/85	Feb. 1/86
	Increases	5%	4%	Wage Reopener*
Teacher-Category 1 0-5 years	\$14,438-\$21,390 (\$13,750-\$20,371)	\$15,016-\$22,246		
Teacher-Category 4 0-10 years	\$19,556-\$33,964 (\$18,625-\$32,347)	\$20,338-\$35,323		
Teacher-Category 7 0-13 years	\$22,305-\$41,256 (\$21,243-\$39,291)	\$23,197-\$42,906		

* Increase to be determined either by negotiations or interest arbitration.

Lump Sum Settlement Payment: \$300 per employee.

Responsibility Allowances: Increased by 5%. Effective September 1, 1985, increased by 4%.

Health and Welfare: O.H.I.P. - Effective September 1, 1985, employer pays 65% (60%) of premium costs.

Norfolk County Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/84	Feb. 1/85
General Increases		2.9%	3%
Teacher-Category D 0-5 years	\$15,467-\$21,761 (\$15,024-\$21,137)	\$15,934-\$22,418	
Teacher-Category A1 0-11 years	\$20,290-\$33,402 (\$19,709-\$32,445)	\$20,903-\$34,411	
Teacher-Category A4 0-10 years	\$24,465-\$42,344 (\$23,764-\$41,131)	\$25,204-\$43,624	

	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
Principal A	\$44,580-\$50,224 (\$43,300-\$48,785)	\$46,006-\$51,834
Principal B	\$41,049-\$46,225 (\$39,875-\$44,900)	\$42,370-\$47,706
Responsibility Allowances:	Increased by 2.9%. Effective February 1, 1985, increased by 3%.	
Health and Welfare:	<u>Dental Plan</u> - Effective September 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.	
Professional Development and Educational Leave Fund (new):	\$42,000 per school year.	

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 350 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.7%
	Teacher-Group 1 0-11 years	\$20,596-\$33,763 (\$19,680-\$32,261)
	Teacher-Group 4 0-11 years	\$24,403-\$43,734 (\$23,317-\$41,788)
	Vice-Principal 0-3 years	\$49,588-\$52,458 (\$47,382-\$50,124)
		<u>Sept. 1/84</u>
	Principal 0-3 years	\$54,212-\$58,995 (\$51,800-\$56,370)

Responsibility Allowances:	Increased by 4.7%.
Health and Welfare:	<u>Vision Care</u> - Effective March 1, 1985, maximum claim is \$80 (\$40) every 2 years.

Peel Board of Education at Mississauga - Local 2544, Canadian Union of Public Employees (CLC) (full-time custodial and maintenance employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 403 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	5%	5%
	Matron	\$7.23-\$8.27 (\$6.88-\$7.88)	\$7.59-\$8.68
	Assistant Custodian	\$9.42-\$10.28 (\$8.97-\$9.79)	\$9.89-\$10.79
	Electrician	\$15.57 (\$14.83)	\$16.35
	Maximum rate for Matron and Assistant Custodian is reached after 1 year.		
Shift Premium:	Effective July 1, 1985, 0-40¢-40¢ (0-25¢-25¢).		
Clothing Allowances:	Effective July 1, 1985, increased by 20%.		

Peel Board of Education at Mississauga - Local 2703, Canadian Union of Public Employees (CLC) (part-time custodial and maintenance employees):
A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 303 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	5%	18¢ plus 5%
	Student	\$4.81 (\$4.58)	\$5.24
	Permanent Employee	\$6.13 (\$5.84)	\$6.63

Peel Board of Education at Mississauga - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 2,584 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	2.35%	1%
	Teacher-Level 1 0-5 years	\$16,842-\$24,194 (\$16,455-\$23,637)	\$17,010-\$24,435
	Teacher-Level 4 0-9 years	\$20,852-\$36,090 (\$20,373-\$35,260)	\$21,060-\$36,450
	Teacher-Level 7 0-11 years	\$25,932-\$44,556 (\$25,335-\$43,531)	\$26,190-\$45,000

	<u>Sept. 1/84</u>	<u>Apr. 1/85</u>
Vice-Principal 0-4 years	\$42,997-\$49,234 (\$42,007-\$48,102)	\$43,425-\$49,725
Coordinator 0-4 years	\$49,012-\$54,358 (\$47,884-\$53,108)	\$49,500-\$54,900
Principal 0-4 years	\$52,576-\$57,923 (\$51,367-\$56,590)	\$53,100-\$58,500

Effective	<u>Sept. 1/85</u>
General Increase	5%
Teacher-Level 1 0-5 years	\$17,861-\$25,657
Teacher-Level 4 0-9 years	\$22,113-\$38,273
Teacher-Level 7 0-11 years	\$27,500-\$47,250
Vice-Principal 0-4 years	\$45,596-\$52,211
Coordinator 0-4 years	\$51,975-\$57,645
Principal 0-4 years	\$55,755-\$61,425

Auxiliary Class Certificate Allowances: Increased by 5%.

Pension Plan: Early Retirement Incentive Option (new) - Employee who chooses to retire at age 55 with 10 years of service, or when age plus years of service equals 90, receives a lump sum payment of between \$2,000 and \$10,000, depending on either age at retirement or number of years retired early.

Scarborough City Board of Education - Local 149, Canadian Union of Public Employees (CLC) (full-time operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 730 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	Matron	\$9.11-\$9.73 (\$8.56-\$9.18)
	Caretaker	\$10.41-\$11.07 (\$9.86-\$10.52)

Jan. 1/85

Plumber \$17.64
(\$17.09)

Maximum rate for Matron and Caretaker is reached after 1 year.

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule

Clothing Allowances: Matron - \$95 (\$90) per year.

Bus Driver - \$185 in the first year of employment (unchanged) and \$170 (\$160) in each subsequent year.

Safety Shoe Allowance: \$50 (\$45) per year for approved safety footwear.

Tool Allowance: \$65 (\$60) per year for auto mechanics.

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Ontario English Catholic Teachers' Association (Ind.)*: A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 200 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 5 months.

* Previously bargained with Association des Enseignants Franco-Ontariens (Ind.).

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Average Increases		3.3%	1%
Teacher-Class D 0-6 years		\$16,275-\$21,825 (\$15,750-\$21,131)	\$16,425-\$22,050
Teacher-Class A1 0-12 years		\$19,825-\$34,300 (\$19,200-\$33,206)	\$20,025-\$34,650
		<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Teacher-Class A4 0-12 years		\$23,625-\$42,625 (\$22,864-\$41,265)	\$23,850-\$43,050

Responsibility Allowances: Principal - \$3,400-\$6,804. (Previously, Principal's allowances were paid according to size of school; Group A \$4,536-\$6,804; Group B \$3,402-\$5,670.)

Waterloo County Board of Education at Kitchener - Non-Academic Staff Association (full-time and academic year employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Aug. 31/85</u>
	General Increases	4%	1%
	<u>Full-time Employees</u> <u>Annual Rates</u>		
	Level 1 (includes Junior Clerk)	\$9,659-\$13,643 (\$9,290-\$13,118)	\$9,753-\$13,779
	Level 11 (includes Accountant)	\$21,355-\$30,865 (\$20,534-\$29,678)	\$21,568-\$31,174
	Maximum rates are reached on merit.		
Lump Sum Payment:	Effective July 1, 1985, one time payment of \$150.		
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association Fee schedule.		
Pension Plan:	Benefit is based on the OMERS Plan type I (II).		

Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 850 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	2%*	3% non-compounded
	Teacher-Category D 0-6 years	\$16,317-\$22,023 (\$15,997-\$21,591)	\$16,797-\$22,671
	Teacher-Category A1 0-12 years	\$19,989-\$34,386 (\$19,595-\$33,712)	\$20,575-\$35,398
	Teacher-Category A4 0-12 years	\$24,425-\$43,497 (\$23,947-\$42,644)	\$25,144-\$44,776
	* Employees whose merit increases were withheld under the \$35,000 provision of the Inflation Restraint Act, 1982, move to the salary level appropriate for their length of service.		

Home Instruction Teacher: \$11.78 (\$11.55) per hour. Effective April 1, 1985, \$12.13.

Responsibility Allowances and Special Education Certificate: Increased by 2%. Effective April 1, 1985, increased by 3% non-compounded.

Health and Welfare: Vision Care - Effective March 1, 1985, maximum claim for prescription glasses is \$125 (\$75).

Dental Plan - Effective March 1, 1985, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Recall Rights (new): Employees on lay-off have recall rights for up to 2 years, and will be given priority to fill supply jobs during this period.

Wellington County Board of Education at Guelph - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 650 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases	4%	4%
	Teacher-Category D 0-6 years	\$15,825-\$22,233 (\$15,216-\$21,378)	\$16,458-\$23,122
	Teacher-Category A1 0-10 years	\$21,586-\$35,453 (\$20,756-\$34,089)	\$22,449-\$36,871
	Teacher-Category A4 0-11 years	\$24,742-\$43,674 (\$23,790-\$41,994)	\$25,732-\$45,421

Responsibility Allowances: Increased by 4% in each year.

Health and Welfare: Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Meal Allowance: Effective January 1, 1985, breakfast - \$6 (\$5), lunch \$9 (\$6) and dinner \$15 (\$12).

York City Board of Education - Local 994, Canadian Union of Public Employees (CLC) (operations, maintenance and surveillance employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 233 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	Additional Adjustments	32¢ for Parking Attendant; 30¢ for Matrons reclassified as Cleaners
	Cleaner (previously, Matron)	\$10.03 (\$9.18)
	Caretaker/Cleaner (previously, Cleaner)	\$11.07 (\$10.52)
	Plumber/Steamfitter	\$17.31 (\$16.76)

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Laurentian University Board of Governors at Sudbury - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 236 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/84</u>
	Average Increase	2.5%
	Instructor	\$17,581-\$24,691
	0-10 years	(\$17,036-\$24,146)
	Lecturer	\$22,031-\$30,691
	0-10 years	(\$21,348-\$30,048)
	Assistant Professor	\$27,510-\$39,870
	0-12 years	(\$26,657-\$39,017)
	Associate Professor	\$34,347-\$53,292
	0-15 years	(\$33,282-\$52,227)
	Full Professor/ Librarian	\$43,513-\$65,343
	0-15 years	(\$42,067-\$63,997)

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians): A 36-month renewal agreement effective from May 1, 1984 to April 30, 1987, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
	General Increase	2.8% on salary grids	Wage Reopener	Wage Reopener
	<u>Minimum Annual Rates</u>			
	Language Teacher 1	\$19,319 (\$18,793)		
	Language Teacher 2	\$28,118 (\$27,352)		
	Counsellor 1	\$20,613 (\$20,052)		
	Counsellor 4	\$38,736 (\$37,681)		

	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Librarian 1	\$21,016 (\$20,444)		
Librarian 5	\$32,123 (\$31,248)		
Lecturer	\$23,031 (\$22,404)		
Assistant Professor	\$26,464 (\$25,743)		
Associate Professor	\$34,039 (\$33,112)		
Full Professor	\$43,883 (\$42,688)		

Progress-Through The-Ranks: \$700-\$1,542 depending on occupational category. Break points eliminated in professors salary grids.

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 12-month renewal agreements effective from September 16, 1984 to September 15, 1985, covering 298 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 16/84</u>
	General Increase	4.7%
	Hospital Aide	\$9.507-\$9.763 (\$9.080-\$9.325)
	R.N.A.	\$10.417-\$10.772 (\$9.949-\$10.288)
	Carpenter	\$11.518-\$12.072 (\$11.001-\$11.530)

Maximum rates are reached after 2 years.

Shift Premium: \$2.50 (\$2) per shift.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1981) Ontario Dental Association fee schedule.

Vision Care (new) - Maximum claim is \$60 per family member every 24 months.

Durham Regional Municipality, Homes for the Aged at Whitby, Oshawa and Beaverton - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	50¢
	Housekeeping Aide	\$9.14 (\$8.64)
	Maintenance Worker II	\$10.84 (\$10.34)

Shift Premium: \$2.40 (\$2.30) per shift.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Niagara Regional Municipality, Homes for Senior Citizens, at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 12-month renewal agreement effective from October 1, 1984 to September 30, 1985, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase	4%
	Housekeeping Aide	\$8.41-\$8.58 (\$8.09-\$8.25)
	Maintenance Lead Hand (previously Stationary Engineer)	\$10.80-\$11.10 (\$10.38-\$10.67)

Maximum rates are reached after one 6-month increase.

Health and Welfare: Long Term Disability Plan (new) - Effective May 1, 1985, employer pays 75% of premium costs for full-time employees and 50% of premium costs for part-time employees. Benefit is 75% of regular salary to age 65, commencing at the expiration of sick leave or after 90 days, whichever is later.

Dental Plan - Effective May 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Part-time employees - Effective May 1, 1985, employer pays 2/3 of premium costs for O.H.I.P., Semi-Private Hospitalization, Extended Health Care and Dental Plan. (Previously, employee received 12% of regular earnings in lieu of benefits.)

FEDERAL ADMINISTRATION

Treasury Board of Canada - Air Traffic Controllers (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 592 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 2/85</u>	<u>Jan. 2/86</u>
	Increases		
	Operating Employees	4%	3%
	Non-Operating Employees	3.2% - 3.6%	3%
	<u>Annual Rates</u>		
	<u>Operating Employees</u>		
	A1-1	\$23,993-\$38,784 (\$23,070-\$37,292)	\$24,713-\$39,948
	A1-4	\$37,796-\$52,588 (\$36,342-\$50,565)	\$38,930-\$54,166
	<u>Non-Operating Employees</u>		
	A1-7	\$47,935-\$62,608 (\$46,449-\$60,667)	\$49,373-\$64,486

Shift Premium: \$3 (\$2.50) for each shift worked between the hours of 1600 and 0800.

Operational Facility Premium: \$260-\$2,200 (\$200-\$2,000) annually for operating smallest to largest control towers respectively. Effective January 1, 1986, \$272-\$2,240.

In-Training Travel Allowance: Travel costs associated with employee's flight/visit while on duty to a maximum of 2 nights and 3 days per Treasury Board Travel Directive. Controllers from Gander visiting London and Prestwick will be allowed expenses to a maximum of 3 nights and 4 days (new).

Marriage Leave: 2 (5) days' paid leave.
Bereavement Leave: Resident common-law spouse, child of common-law spouse or ward of the employee are added to the provision for 4 days' paid leave and an additional 3 days' paid leave if travel related to the funeral is necessary (new).

Paid Maternity Leave (new): Employee receives 93% of regular salary for the first two weeks and the difference between 93% of regular salary and U.I.C. benefit for the next 15 weeks.

Severance Pay: Upon resignation, one-half week's pay per year of service for employee with 10 or more years of continuous service, to a maximum of 13 (26) weeks' pay.

Upon termination due to incapacity, 1 week's pay per year of service, to a maximum of 28 weeks' pay (new).

LOCAL ADMINISTRATION

Peel Regional Board of Commissioners of Police at Mississauga - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 740 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	6%
	<u>Annual Rates</u>	
	Cadet -	\$17,504
	3rd Class	(\$16,513)
	Constable -	\$25,953
	3rd Class	(\$24,484)
	Constable -	\$33,192
	1st Class	(\$31,313)
	Staff Sergeant	\$38,956
		(\$36,751)

Briefing Time Employees required to report for duty 15 minutes before regular
Pay (new): tour of duty begins, receive overtime pay or equivalent time off.

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 202 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4.85%
	<u>Annual Rates</u>	
	Constable	\$22,613.04
	4th Class	(\$21,569.04)
		<u>Jan. 1/84</u>
	Constable	\$32,927.76
	1st Class	(\$31,403.52)
	Staff Sergeant	\$37,938.96
		(\$36,185.04)

Hours of Work: 8, 8 1/2, or 10 hours per tour; 40 hours per week. (Previously, 8 hours per tour or, on a trial basis, 10 hours per tour.)

Health and Welfare: Vision Plan - Blue Cross dental plan #9 (7). Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Association Business: Maximum total paid leave for elected members is 42 working days per calendar year. (Previously, maximum 5 working days for 6 members.)

York Regional Municipality and York Regional Land Division Committee at Newmarket - Local 1953, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 291 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
General Increases		4%	5%
Housekeeper		\$7.92 (\$7.62)	\$8.32
Labourer/Driver		\$10.85 (\$10.43)	\$11.39
Planner III		\$20.43-\$23.62 (\$19.64-\$22.71)	\$21.45-\$24.80

Maximum rate for Planner III is reached after 42 months.

Citizenship Hearing Leave (new): 1 day's paid leave to attend hearing.

Health and Welfare: Dental Plan - Effective July 1, 1985, 50% reimbursement on dentures, orthodontics, crowns and bridges. (Previously, \$750 lifetime maximum.) Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Mileage Allowance: 28.6¢ per kilometre or 46¢ per mile. (Previously, 20¢ per mile.)

Safety Shoe Allowance: \$50 (\$40) per year.

Addendum

January 1985 Settlement

METAL FABRICATING

Rheem Canada Inc. at Hamilton and Oakville - Local 6868, United Steelworkers (AFL-CIO/CLC) (production, maintenance, office, clerical and technical employees): Two 24-month renewal agreements effective from November 18, 1984 to November 17, 1986, covering 305 employees*, settled during a work stoppage and ratified in January, 1985. Duration of negotiations - 4 1/2 months.

* Includes 17 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 18/84</u>	<u>Nov. 18/85</u>
	Increases		
	<u>Office Employees</u>	up to 7% or \$50 per month depending on classification	up to 7% or \$53 per month depending on classification
	<u>Plant Employees</u>		
	COLA Fold-in	48¢	32¢
	General Increases	30¢	20¢
	Job Class Increments	12.5¢ (11.5¢)	13.5¢
	Class 2 (includes Stacker)	\$9.81 (\$9.02)	\$10.34
	Class 22 (includes Tool Maker)	\$12.71 (\$11.72)	\$13.44
	<u>Start Rate (new)</u> - \$1 less than the classification rate during the probationary period of 480 hours worked.		
Cost of Living Allowance (Plant):	48¢ of the 80¢ COLA generated under the previous agreement folded into wages on November 18, 1984, and 32¢ folded in on November 18, 1985.		
	1¢ for each full 0.40 point rise in the Consumer Price Index - 1971=100, using the September, 1984 index as the base. Adjusted quarterly. Capped at 60¢ in each contract year. (Basic formula is unchanged.)		
Overtime Pay (Office):	Double-time for all hours worked on Sunday, after 7 hours worked on Saturday and after 14 hours worked in a 24-hour period. (Previously, time and one-half after 7 hours worked per day or 35 hours worked per week.)		
Paid Vacation (Office):	4 weeks after 10 (12) years of service.		
Health and Welfare:	<u>Weekly Indemnity (Plant)</u> - Effective February 1, 1985, benefit is \$215 (\$210) per week. Effective December 1, 1985, \$225.		
	<u>Dental Plan</u> - Effective February 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.		
Pension Plan (Plant):	<u>Basic Benefit</u> - Effective December 1, 1985, \$16 (\$15) per month per year of credited service to a maximum of 40 (37) years.		
Safety Prescrip- tion Glasses (Plant):	Effective November 18, 1985, maximum \$70 (\$60) per year.		

Safety Shoe
Allowance
(Plant):

Effective November 18, 1985, maximum \$60 (\$55) per year for
Painter and Enameler and maximum \$50 (\$45) per year for all other
employees.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MARCH 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Breweries. A 33-month settlement with Carling O'Keefe Breweries, Labatt's Ontario Breweries, Molson's Brewery (Ontario) and Brewers' Warehousing was ratified in late March, following a one-month lockout. About 3,730 employees were involved, represented by the Canadian Brewery Workers, National Brewery Workers Local 1, Brewery and Soft Drink Workers Local 304, and Brewery and General Workers Local 325.

Under the terms, the wages of regular employees were increased by 65 cents an hour retroactive to January 1, 1985, followed by 60 cents on January 1, 1986 and 70 cents on January 1, 1987. Tradesmen and mechanics received an additional 33 cents over the term of the agreements. The cost-of-living provision was continued to provide a lump-sum payment calculated at 1 cent an hour for each 0.3 point change in the Consumer Price Index (1971=100) above 6 percent during the third year. Temporary employees received increases ranging from 88 cents to \$1.78 over the term of the agreements, and the cost-of-living provision will not apply to them.

The normal pension rate was raised in stages to \$20 a month for each year of service, from \$17.25, with a minimum benefit of \$1,205 per month for 30 years of service, from \$944. The minimum benefit for special early retirement at age 60 with 30 years of service was increased to \$1,140 a month, from \$1,040; and the disability pension rate to \$7 a month for each year of service, from \$6. In addition, life insurance benefit was raised to \$31,000 from \$28,000, and the maximum benefit under the dental plan to \$650 a year from \$600.

Other terms included a new provision under which senior employees affected by a permanent layoff of 10 or more workers can choose to retire and receive a bonus on top of the benefit for special early retirement. Other affected employees will receive an additional 8 weeks of benefit under the Guaranteed Wage Plan.

Hospitals. An arbitration award concluded negotiations between the Ontario Nurses Association and 143 hospitals. About 33,000 full-time and part-time nurses were affected. The 18-month award provided a wage increase of 5 percent retroactive to October 1, 1984, and for the reopening of bargaining on wages and benefits in October 1986. Shift differential was increased by 10 cents to 45 cents an hour, and standby pay by 25 cents to \$2.00 an hour. A new provision will prohibit contracting out of bargaining unit work that would result in the layoff of nurses other than those employed as casual part-time employees.

In another settlement, 2,500 internes and residents at 18 hospitals accepted a one-year agreement negotiated between the Ontario Council of Administrators of Teaching Hospitals and the Professional Association of Internes and Residents of Ontario. Salaries were raised by 4.5 percent retroactive to January 1, 1985; administrative bonuses for chief resident was increased by \$99 to \$2,304 a year and for senior resident by \$50 to \$1,153; and a new dental plan fully paid for by the employer, with a 50%-50% co-insurance was established.

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FOOD AND BEVERAGE

Z & W Foods Limited at Toronto - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1984 to December 1, 1986, covering 228 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/84</u>	<u>Dec. 1/85</u>
	COLA Fold-in	30¢	
	General Increases	50¢	50¢
	Packer	\$10.81-\$11.36 (\$10.01-\$10.56)	\$11.31-\$11.86
	Skilled Mechanic	\$12.94-\$13.88 (\$12.14-\$13.08)	\$13.44-\$14.38

Maximum rates are reached after 1 year.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. Folded in quarterly and capped at 15¢ in each year.)

Weekend Shift Premium (new): 80¢ per hour for all hours worked on Saturday and Sunday for employees scheduled on the Tuesday to Saturday or Wednesday to Sunday shifts.

Paid Holidays: Remembrance Day is replaced by a personal day to be taken on or about employee's birthday.

Paid Vacation: 5 weeks after 18 (20) years of service; two weeks to be taken during months of January to March inclusive. Effective in 1986, 4 weeks after 10 (12) years; one week to be taken during months of January to March inclusive.

Pension Plan (full-time) (new): Employer Contribution - Effective July 1, 1985, 26¢ per hour to the U.F.C.W. Pension Plan for current service, and providing for past service credit to a maximum of 10 years of service.

Ault Foods Limited, Ault Dairies Division, previously Silverwood Dairies (Bathurst Street and Highway 401 Branches) at London - Local 647, Teamsters (Ind.): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	65¢	70¢	75¢
	<u>Weekly Rates</u> (40 hours per week)			
	Records Clerk	\$449.93 (\$423.93)	\$477.93	\$507.93
	Wholesale Services (Milk) Driver	\$509 (\$483)	\$537	\$567

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
Refrigeration/ Class "A" Mechanic	\$514 (\$488)	\$542	\$572

Lump Sum Payments: Five lump sum payments of \$300 each to be paid on April 1 and December 1, 1985 and 1986 and on July 1, 1987 for permanent employees with 12 months of continuous service and pro-rated for other employees. (Previously, \$300, \$350 and \$350 paid on December 1, 1983, April 1, 1984 and December 1, 1984 respectively.)

Paid Vacation: 4 weeks after 11 (12) years of service, 5 weeks after 20 (21) years, and 6 weeks after 27 (30) years.

Health and Welfare: Life Insurance - Effective April 1, 1985, benefit is \$13,000 (\$12,000).

Dental Plan - Effective January 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

William Neilson Limited, Halton Hills Dairy at Georgetown - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 239 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases	65¢-75¢	69¢-75¢
	Skilled Trades Adjustment	50¢	
	Storageman	\$12.88 (\$12.13)	\$13.63
	Maintenance Electrician	\$15.09 (\$13.84)	\$15.84
	<u>Weekly Rates</u>		
	Wholesale Route Salesman (Routes over 14,000 weekly points - per week)	\$545.20 (\$515.20)	\$575.20

Cost of Living Allowance: \$1.25 COLA generated during previous agreements continues to float.
1¢ per 0.5 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggers at 6%, and capped at \$1.50 (\$1.25). (Previously, no trigger. Basic formula is unchanged.)

Hours of Work: 5 days of 8 hours per day (unchanged), or 4 days of 10 hours per day (new), for specified inside employees.

Overtime Pay: Triple time after 15 (16) hours per day.

Paid Vacation: Effective January 1, 1986, 5 weeks after 18 (20) years of service and 6 weeks after 28 (30) years.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$15,000).

Life Insurance for Retirees - Benefit is \$5,000 (\$4,000) to age 70 and \$4,000 thereafter.

Weekly Indemnity - Benefit is \$285 (\$250) per week or the U.I.C. maximum, whichever is greater.

Long Term Disability Plan - Monthly benefit is \$1,250 (\$1,000). OHIP, Drug Plan and Semi-Private Hospitalization coverage continues while employee is on L.T.D. (new).

Vision Care - Maximum claim is \$75 (\$50) every 2 years.

Pension Plan: Employer Contribution - \$18 (\$16.50) per week to the union pension fund. Effective January 1, 1986, \$18.50.

Meal Allowance: \$5.50 (\$5).

Safety Shoe Allowance: Eligible employee receives \$55 towards purchase of safety footwear. (Previously, employer supplied safety footwear.) Effective January 1, 1986, \$60.

Canadian Cannery Limited at Leamington, Exeter, St. David's and Simcoe - Various Locals, Food and Commercial Workers (AFL-CIO/CLC) (plant, office and clerical employees): Six 24-month renewal agreements effective from March 2, 1985 to March 1, 1987, covering 440 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 2/85	Mar. 2/86
General Increases		40¢	35¢
<u>Simcoe Plant</u>			
Light Production Labourer		\$11.26 (\$10.86)	\$11.61
Journeyman Electrician		\$13.60 (\$13.20)	\$13.95

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective March 2, 1986, \$12.

Safety Shoe Allowance: \$40 (\$35) per year.

Tool Allowance: \$55 (\$50) per year.

Weston Bakeries Limited at Toronto - Local 647, Teamsters (Ind.) (production employees): A 22-month renewal agreement effective from February 28, 1985* to December 31, 1986, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement expired December 31, 1984.

Wages:	Effective	Mar. 3/85	Jan. 5/86
General Increases		65¢	65¢
Skilled Trades Adjustment		10¢	10¢
General Help		\$12.86 (\$12.21)	\$13.51
Maintenance Mechanic A		\$14.51 (\$13.76)	\$15.26

Students and part-time employees, who are excluded from any other agreement terms except safety shoe allowance, are paid \$7 (\$6.70) per hour. Effective January 5, 1986, \$7.30.

Start Rate - \$1.00 (30¢) below classification rate for 90 working days (previously, progressed in increments of 10¢ every 30 working days).

Paid Vacation: 6 weeks after 24 (25) years of service.

Health and Welfare: Long Term Disability Plan (new) - Effective January 1, 1986, employer to pay full cost of plan not to exceed \$2 per week per employee.

Dental Plan - Effective April 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule.

Safety Shoe Allowance: Upon proof of purchase, employer pays \$70 (\$65) for 1 pair per year plus \$70 (\$65) for a second pair if the first is beyond repair due to work-related wear. Students and seasonal employees receive 5¢ per hour towards purchase of safety shoes (new).

William Neilson Limited at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 2, 1984 to December 1, 1986, covering 750 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Dec. 2/84	Dec. 1/85
General Increases		6%	6%
Job Class P6 (includes Packer)		\$7.88 (\$7.43)	\$8.35
Job Class T2 (includes Tractor Driver)		\$11.85 (\$11.18)	\$12.56
Job Class M1A (Electronic Technician)		\$15.20 (\$14.34)	\$16.11

Shift premium: 0-32¢-48¢ (0-30¢-45¢). Effective December 1, 1985, 0-35¢-50¢.

Freezer Premium: Warehousemen in W1 and W2 categories working in the freezer receive 27¢ (25¢) per hour. Effective December 1, 1985, 29¢. Employees in departments 35, 39, 95 and 53 receive 32¢ (30¢). Effective December 1, 1985, 34¢. (Previously, did not include department 53.)

Paid Holidays: Effective in 1986, Easter Monday is added for a total of 13 (12) days.

Paid Vacation: 4 weeks after 10 (11) years of service, 5 weeks after 19 (20) years and 6 weeks after 29 (30) years.

Health and Welfare: Life Insurance - Effective March 31, 1985, benefit is \$15,000 (\$10,000). Effective December 1985, \$20,000.

A. D. & D. - Effective March 31, 1985, benefit is \$15,000 (\$10,000). Effective January 1, 1986, \$20,000.

Life Insurance for Retirees - Effective March 31, 1985, benefit is \$1,500 (\$1,000).

Weekly Indemnity - Effective January 1, 1985, coverage is for 6 weeks per calendar year (4 weeks every 12 months).

Drug Plan - Effective March 31, 1985, 25¢ deductible per prescription. (Previously, no deductible.)

Vision Care - Maximum claim is \$75 (\$55) every 2 years.

Meal Allowance: Eligible employee receives either \$3.65 (\$3.45) in cash or voucher depending on circumstance. Highway Transport Driver receives \$4.70 (\$4.45) and if on the highway over a second meal period receives \$5.40 (\$5.10) when supported by receipts. Effective December 1, 1985, \$5 and \$5.70 respectively.

Safety Shoe Allowance: \$45 or up to \$51.50 (\$42.50 or up to \$48.75) per year depending on designation.

Brewers' Warehousing Company Limited, province-wide; Molson's Brewery (Ontario) Limited at Toronto and Barrie; Labatt Brewing Company Limited, Labatt's Ontario Breweries Division, at Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Limited and Carling O'Keefe Transport Limited at Toronto - Local 325, Brewery and General Workers (NUPGE) (CLC), Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC), Various Locals, Canadian Brewery Workers (CLC) and Local 1, National Brewery Workers' Union (CLC) (warehouse, retail store clerks, office, production, maintenance and transport employees): Nine 33-month renewal agreements effective from April 1, 1985 to December 31, 1987, covering 3,733 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/85*</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	Increases:			
	All Regular Employees	65¢	60¢	70¢

	<u>Apr. 1/85*</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
Preferred Temporary Employees - Brewers' Warehousing	42¢	39¢	46¢
Temporary Employees			
- Brewers' Warehousing	29¢	27¢	32¢
- Molson, Labatt's, Carling O'Keefe	34¢	31¢	36¢
- Trades "A" and Mechanic "A"	54¢	50¢	59¢
Skilled Trades Adjustments (Regular employees, Trades "A")	11¢	10¢	12¢

* General increases and skilled trades adjustment for regular employees retroactive to January 1, 1985.

Carling O'Keefe, Labatt's and Molson's

Bottling and Warehouse Machine Operator	\$15.50 (\$14.85)	\$16.10	\$16.80
Tradesman "A"	\$18.15 (\$17.39)	\$18.85	\$19.67

Brewers' Warehousing

Counter Clerk	\$15.39 (\$14.74)	\$15.99	\$16.69
Retail Checker/Cashier	\$15.59 (\$14.94)	\$16.19	\$16.89

Cost of Living Allowance (Regular Employees): Effective January 1, 1987, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the December 1986 index as the base. Triggers at 6% (8.5%). Paid as one lump sum on the first pay period following the release of the December 1987 index. (Basic formula is unchanged.)

Supervisor Relief Premium (Brewers' Warehousing): Effective March 1985, employee required to perform supervisor functions receives \$2.00 (\$1.50) per day for 4 to 6 hours and \$4.00 (\$3.00) per day for 6 hours or more.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$29,000 (\$28,000). Effective January 1, 1986, \$30,000. Effective January 1, 1987, \$31,000.

Dental Plan - Effective January 1, 1987, \$650 (\$600) maximum basic coverage per year.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$19 (\$17.25) per month per year of service. Effective January 1, 1986, \$19.50. Effective January 1, 1987, \$20. Benefit accrual rates for service up to December 31, 1984, are unchanged.

Minimum Pension at Normal Retirement - Employee at age 65 with 30 years service, retiring on or after January 1, 1985, receives \$1,035 (\$944) per month with government offsets. Prorated for employee with less than 30 years of service. \$1,125 per month for retirement on or after January 1, 1986, and \$1,205 for retirement on or after January 1, 1987.

Supplemental Disability Retirement Benefit - Employee at age 50 with 10 years of service, who becomes disabled and retires under the disability provisions of the pension plans, receives \$7 (\$6) per month per year of credited service up to a maximum of 30 years until eligible to receive either statutory disability or retirement benefit.

Deferred Retirement (new) - The provision sets out the treatment of the pension plan should mandatory retirement at age 65 no longer be permitted by law. Basically, everything is "frozen" as though the employee had retired at age 65.

Special Early Retirement Benefit - Employee retiring at age 60 with 30 years of service, receives unreduced pension subject to a minimum monthly pension of \$1,080 (\$1,040) for retirements on or after January 1, 1985, \$1,120 for retirement on or after January 1, 1986, and \$1,140 for retirement on or after January 1, 1987.

Upon receipt of CPP benefits, total monthly pension benefits revert to the schedule above for Minimum Pension at Normal Retirement.

Technological Change Bonus (new): In event of permanent layoff of 10 or more employees due to major technological change, affected senior employees may elect instead special early retirement and receive a bonus on top of the special early retirement benefits.

Guaranteed Wage Plan: 8 additional weeks of benefit entitlement added to the provisions for 15 to 78 weeks of benefit depending on years of service, for employees eligible to participate in the plan and designated for the permanent layoff of 10 or more employees.

Drivers Mileage-Meal Allowance (Carling O'Keefe Transport and Molson's): \$1.40 (\$1.30) per 100 kilometres with a minimum of \$3.00. Effective January 1, 1986, \$1.45. Effective January 1, 1987, \$1.50.

Tool Allowance (All except Brewers' Warehousing): Effective January 1, 1986, \$235 (\$225) per year. Effective January, 1987, \$245 per year.

TEXTILE

Dominion Textile Inc., Caldwell Division at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 30, 1984 to September 28, 1987, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 30/84</u>	<u>Sept. 29/85</u>	<u>Sept. 27/86</u>
General Increases*		2%	3%	3.5% with optional wage re-opener
Other Adjustments			Average 3¢	Average 3¢
Labourer		\$7.57 (\$7.57)	\$7.57	\$7.57
Stationary Engineer 2nd Class		\$10.94 (\$10.94)	\$10.94	\$10.94

* Increases will be paid for all hours worked but will not be incorporated into wage rates.

Lump Sum Settlement Payment: \$200 per employee.

Sunday Premium: Time and one-half when employee elects to work on Sunday. Double time when employee is scheduled to work on Sunday. Effective September 27, 1987, straight time plus 85% when scheduled to work on Sunday. (Previously, double time for all hours worked on Sunday.)

Health and Welfare: Life Insurance - Effective April 14, 1985, benefit is \$10,000 (\$7,000).

Weekly Indemnity - Effective April 14, 1985, benefit is 60% of regular earnings to a maximum of \$175 (\$150) per week.

Safety Shoes: \$50 (\$40) per pair, maximum 2 pairs per year for dye house employee, and 1 pair per year for all other employees.

Dominion Textile Inc., Long Sault Yarns Plant at Long Sault - Local 469, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 30, 1984 to September 29, 1987, covering 224 employees, settled at the conciliation officer stage. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Sept. 30/84</u>	<u>Sept. 29/85</u>
General Increases*		17¢	25.5¢
Lift Truck Operator		\$7.870 (\$7.870)	\$7.870
Electrical Technician 1st Class		\$11.715 (\$11.715)	\$11.715
Effective		<u>Sept. 28/86</u>	<u>Sept. 27/87</u>
General Increase		35.5¢	Wage Re-opener
Lift Truck Operator		\$7.870	

Sept. 28/86

Sept. 27/87

Electrical Technician \$11.715
1st Class

* Increases will be paid for all hours worked but will not be incorporated into wage rates.

Lump Sum Settlement Payment: \$200 per employee.

Sunday Premium: Effective September 28, 1987, straight time plus 85% (double time) for all hours worked on Sunday.

Health and Welfare: Life Insurance - Benefit is \$12,000 (\$10,000).

Weekly Indemnity - Benefit is 60% of regular earnings to a maximum of \$170 (\$125) per week.

Safety Shoe Allowance: \$50 (\$40) for one pair per year.

Dominion Textile Inc., Long Sault Fabrics Plant at Long Sault - Local 468, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 30, 1984 to September 29, 1987, covering 315 employees, settled at the bargaining stage. Duration of negotiations - 6 3/4 months.

Wage increases and other improvements are similar to those reported above for Dominion Textiles Inc., Long Sault Yarns Plant, except for Sunday premium.

Sunday Premium: Effective September 28, 1987, straight time plus 85% (double time) if plant is on full 7-day operation; otherwise, time and one-half.

Burlington Canada Inc. at Brampton - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Mar. 24/85</u>	<u>Jan. 1/86</u>
General Increases		45¢		45¢
Additional Adjustments			Some job class adjustments	
Oiler (Spinning) Unskilled		\$8.15 (\$7.70)		\$8.60
Millwright		\$13.51 (\$13.06)		\$13.96

Shift Premium: Effective March 24, 1985, 0-26¢-30¢ (0-24¢-28¢). Effective January 1, 1986, 0-28¢-32¢.

Paid Vacation: 3 weeks after 5 (6) years of service and 4 weeks after 13 (15) years. Effective January 1, 1986, 4 weeks after 12 years.

Health and Welfare: Dental Plan - Effective March 24, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan (new): Basic Benefit - Effective January 1, 1986, \$5.50 per month per year of past and future service.

Safety Shoe Allowance: Effective March 24, 1985, \$45 (\$30) per year.

CLOTHING

Great Northern Apparel Inc. at Cornwall - Local 1136, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 246 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 25/85	Jan. 1/86	Jan. 1/87
Increases:				
Incentive		20¢-24¢	23¢-27¢	28¢-33¢
Non-Incentive		22¢-34¢	25¢-38¢	31¢-47¢
<u>Non-Incentive</u>				
Group C (includes Material Handler)		\$5.69-\$6.10 (\$5.47-\$5.87)	\$5.94-\$6.36	\$6.24-\$6.68
Group A (Cutter)		\$7.14-\$8.86 (\$6.87-\$8.52)	\$7.45-\$9.24	\$7.83-\$9.71
Maximum rate for Material Handler is reached after 3 months, and for Cutter, after 9 months.				

Shift Premium (new): Effective March 25, 1985, 0-23¢-23¢. Effective January 1, 1986, 0-25¢-25¢.

Bereavement Leave: Common law spouse is added to the provisions for up to 3 days' paid leave (new).

Health and Welfare: Life Insurance - Benefit is \$7,500 (\$5,000).

OHIP - Effective January 1, 1987, employer and employee to share equally any increase in premium costs. (Currently employer paid.)

Supplemental Health Care Program, including Drug and Weekly Sickness and Accident Plan - Employer and employee to share equally any increase in premium costs, with the maximum employee share \$6 per month. (Currently employer paid.)

Retraining Allowance (Incentive) (new): While being retrained, employee is paid for a maximum of 240 hours at a declining percentage of quarterly average wage rate.

PRIMARY METAL

Slater Steel Corporation, Hamilton Specialty Bar Division, previously Slater Steel Industries Ltd., Burlington Steel Division, at Hamilton - Local 4752, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 650 employees*, settled with mediation assistance. Duration of negotiations - 4 months.

* Includes 100 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
COLA Fold-in		42¢		
General Increases			25¢	30¢
Job Class 2 (includes Labourer)		\$12.537 (\$12.117)	\$12.787	\$13.087
Job Class 21 (includes Electronic Repairman)		\$16.28 (\$15.86)	\$16.53	\$16.83

Previous rates reflect \$1.06 COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the December 1984 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: Effective in 1986, Easter Sunday is added for a total of 11 (10) days.

Bereavement Leave: Common-law spouse, and mother, father, sister or brother of common-law spouse are included in the provision for up to 3 days' paid leave to attend funeral.

Crown Witness Leave (new): Employer pays the difference between regular pay and fees received.

Health and Welfare: Weekly Indemnity - Benefit is \$290 (\$275) per week. Effective January 1, 1986, \$305. Effective January 1, 1987, \$325.

Long Term Disability - Effective March 30, 1985, benefit is \$500 (\$400) per month.

Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Pension Plan: The following pension benefits are in addition to regular benefits.

Supplemental Benefit - Effective April 3, 1985, \$50 per month for eligible employees who retire between March 31, 1985 and December 31, 1987.

Survivor Pension - Effective April 3, 1985, \$50 per month for eligible employees who retire between March 31, 1985 and December 31, 1987, and have elected the Joint and Survivorship Option.

Early Retirement Incentive (new) - Employee aged 60 or more who elects to retire early between September 1, 1985 and December 31, 1985 will receive an extra \$300 per month for 2 years or to age 65 or until death, whichever occurs first.

Supplemental
Unemployment
Benefit Fund:

Employer pays 4¢ (2¢) per hour worked towards the S.U.B. Plan, Technological Change Plan, or Contingency Fund, or combination thereof. Up to one-half of each month's contributions from the S.U.B. Plan directed to the Technological Account to maintain it at \$25,000 (\$12,500).

Meal Allowance:

\$4 (\$3) after 3 hours of overtime.

International Malleable Iron Company Limited at Guelph - Local 3000, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1985 to February 28, 1987, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 1/85	Mar. 1/86
COLA Fold-in		26¢	
General Increases		25¢	20¢
Job Class Increments			10¢-10.5¢ (9.5¢-10¢)
Job Class 1 (includes Carton Maker and Bench Packer-Warehouse)		\$11.775 (\$11.265)	\$11.975
Job Class 15 (includes Electrician)		\$13.115 (\$12.605)	\$13.385
Job Class 19 (Patternmaker Wood "A" - Pattern)		\$13.50 (\$12.99)	\$13.79

Cost of Living
Allowance:

1¢ per 0.28 point change in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. (Basic formula is unchanged.)

Shift Premium:

Effective March 1, 1986, 0-40¢-45¢ (0-35¢-40¢).

Vacation
Bonus:

\$100 (\$95) per week of vacation.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$18,000 (\$14,000).

Weekly Indemnity - 2/3 of earnings up to the current U.I.C. maximum, payable on a 1/1/4/39 (1/4/39) basis.

Vision Care - Effective March 1, 1986, maximum claim is \$125 (\$100) per person every 24 months.

Dental Plan - Maximum lifetime claim for braces is \$1,000 (\$650).

Pension Plan: Basic Benefit - \$8.50 (\$7.50) per month per year of service to a maximum 37 years. Effective March 1, 1986, \$9.50.

Safety Shoe Allowance: \$45 (\$25) per year for safety shoes with permanently attached metatarsal guards (new).

TRANSPORTATION EQUIPMENT

Boeing of Canada Limited at Arnnprior - Local 1542, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from March 7, 1985 to March 6, 1988, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 7/85</u>	<u>Mar. 7/86</u>
	Increases	Average 45¢	20¢-25¢
	Labour Grade 2 (includes Production Utility)	\$6.93-\$10.23 (\$9.93)	\$7.13-\$10.43
	Labour Grade 13 (includes Sheetmetal Journeyman A)	\$10.24-\$12.94 (\$12.38)	\$10.49-\$13.19
	Maximum rates are reached in 30¢ increments every 6 months (new).		
Lump Sum Wage Payment:	Effective in March, 1986, a lump sum payment equal to 1% of gross earnings for the year ended March 10, 1986. Effective in March, 1987, a lump sum payment equal to 4% of gross earnings for the year ended March 6, 1987.		
Shift Premium:	0-40¢-10¢ (\$0-40¢-40¢). Effective March 7, 1986, 0-45¢-10¢. Effective March 7, 1987, 0-50¢-10¢.		
Charge Hand Premium:	50¢ (25¢).		
Paid Vacation:	Effective May 31, 1985, 4 weeks after 12 (13) years of service. Effective May 31, 1986, 4 weeks after 11 years. Effective May 31, 1987, 4 weeks after 10 years.		

de Havilland Aircraft of Canada Limited at Toronto - Locals 112 and 673, Auto Workers (CLC) (office, technical, and production employees): Two 36-month renewal agreements effective from June 23, 1984 to June 22, 1987, covering 2,984 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 23/84</u>	<u>June 29/85</u>	<u>June 28/86</u>
	<u>COLA Fold-in</u>			
	Production Unit	\$1.88		
	Office Unit	\$70.50 per week		

	<u>June 23/84</u>	<u>June 29/85</u>	<u>June 29/86</u>
<u>Increases</u>			

Production Unit

Labour Grades 1-8	1.5%	3%
Skilled Trades	2%	4%

Office Unit

Groups 1-9	1.5%	3%
Groups 10-12	2%	4%

Production Unit
(40 hours per week)

Labourer	\$12.15 (\$10.27)	\$12.33	\$12.70
Tool & Die Maker	\$15.12 (\$13.24)	\$15.43	\$16.04

Office Unit
(37.5 hours per week)

Weekly Rates

General Duty Clerk (Group 2)	\$434.35 (\$363.85)	\$440.87	\$454.10
Senior Process Planner (Group 12)	\$605.57 (\$535.07)	\$617.68	\$642.39

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - Maximum wage-related benefit is \$20,000 (\$19,000).

Weekly Indemnity - Benefit is \$276, payable on a 1/5/52 basis. Increases automatically with U.I.C. benefit level. (Previously, \$253 per week for the first 15 weeks and \$225 per week for the next 37 weeks.)

Long Term Disability - Effective July 1, 1985, maximum wage related benefit is \$945 (\$825) per month.

Vision Care - Maximum claim is \$75 (\$60) every 24 months, and every 12 (24) months for dependents 14 years and under.

Dental Plan - Effective July 1, 1985, maximum orthodontic claim is \$1,000 (\$750). Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1985 O.D.A. fee schedule.

Transition and Bridge Benefits - Effective July 1, 1985, maximum benefit is \$400 (\$300) per month, offset by C.P.P. benefits, with a minimum of \$200 (\$150) per month. Payable to surviving spouse until pension benefit payable.

Pension Plan: Basic Benefit - \$17 (\$15) per month per year of service.
Effective January 1, 1986, \$18.

Bridging Benefit - \$13.50 (\$12.50) per month per year of service,
to a maximum 30 years. Effective January 1, 1986, \$14.50.

Current Retirees - Effective January 1, 1986, all employees who
retired prior to June 1984 receive an additional \$1 per month per
year of service. Effective January 1, 1987, an additional \$1.

Survivor Benefit - Effective January 1, 1985, surviving spouse
receives 60% (55%) of employee's pension benefit.

Firestone Canada Inc., Firestone Steel Products of Canada Division at London -
Local 27, Auto Workers (CLC): A 36-month renewal agreement
effective from January 21, 1985 to January 20, 1988, covering 737
employees, settled during a work stoppage. Duration of
negotiations - 3 months.

Wages:	Effective	Jan. 21/85	Jan. 21/86	Jan. 21/87
General Increases		30¢	20¢	20¢
COLA Fold-in		\$1.34		
Group V (includes Labourer)		\$11.61 (\$9.97)	\$11.81	\$12.01
Group IV (includes Electrician)		\$14.36 (\$12.72)	\$14.56	\$14.76

Start Rate - 10% (\$1.00) less than job rate during probationary
period of 60 days worked. Upon completion of probation, employee
receives a lump sum payment equal to 50% of the difference
between the job rate and the start rate.

Cost of Living Allowance: 1¢ per 0.125 (0.3) point increase in the Consumer Price Index -
1981=100 (1971=100). Effective January 21, 1987, 1¢ per 0.11
increase in the CPI. Adjusted quarterly.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Holidays: One additional day in the second year only, during the Christmas
period, for a total of 41 (40) days over the life of the
contract.

Vacation Pay: Minimum of 40 hours' pay or 2% of regular earnings per week of
vacation for employee who has worked at least 1,000 hours in the
vacation year. (Previously, 2% of regular earnings per week of
vacation credits.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$13,000 (\$11,500).
Effective January 21, 1986, \$14,000. Effective January 21, 1987,
\$15,000.

Life Insurance for Future Retirees - Benefit is \$2,000 (\$1,000).

Weekly Indemnity - Benefit is payable for a maximum of 52 (26) weeks.

Major Medical - \$10 annual deductible for single or family coverage. (Previously, \$10 single and \$20 family coverage deductibles.)

Vision Care - Maximum claim for prescription eyeglasses is \$100 (\$80) per person every 2 years.

Dental Plan - Orthodontics, Crowns and Bridges added on a 50%-50% co-insurance basis, with a lifetime maximum of \$1,000 per employee or family member (new). Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.

Continuation of Benefits - Employer continues to pay all health and welfare premiums for a maximum of 52 (39) weeks for employee on W.C.B. leave.

Pension Plan:

Basic Benefit - \$16 (\$12.50) per month per year of service. Effective January 21, 1986, \$17. Effective January 21, 1987, \$18.

Vesting - After 5 (10) years of service.

Supplemental Benefit - \$10 (\$8.50) per month per year of service for a maximum of 30 years. Effective January 21, 1986, \$10.50. Effective January 21, 1987, \$11.00.

Current Retirees - Benefit is increased by \$2 per month per year of service.

Early Retirement - Employer pays OHIP and Drug Plan premiums for future early retirees to age 65 (new). When employee reaches age 65, employer will pay OHIP and Drug Plan premiums for employee's spouse to age 65 if spouse is 55 or older.

Safety Shoe Allowance:

Maximum \$30 (\$25) per year.

Tool Allowance: (new):

\$150 per year to Skilled Trades and Set-up. After allowance is spent, employer replaces old tools, as previously.

Supplemental Unemployment Benefit Plan:

\$6.50 (\$5.25) per hour for short work week benefit. Effective January 21, 1986, \$6.75. Effective January 21, 1987, \$7. Maximum benefit is \$120 per week. (Previously, benefit was 80% of gross pay to a maximum \$80 per week.)

Sheller-Globe of Canada Limited, Kralinator Filters Division at Cambridge - Local 4605, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 7, 1984 to November 6, 1986, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:

	<u>Effective</u>	<u>Nov. 7/84</u>	<u>Nov. 7/85</u>
COLA fold-in		25¢	
General Increases		4%	4%

Nov. 7/84

Nov. 7/85

Additional
Adjustment

some classifi-
cation adjust-
ments

Maintenance
Labour

\$7.76-\$8.49
(\$7.21-\$7.91)

\$8.07-\$8.83

Tool and Die "A"

\$11.50-\$12.57
(\$10.81-\$11.84)

\$11.96-\$13.07

Maximum rates are reached on merit, but in no event later than 90 days.

Cost of Living
Allowance:

Effective in the second year, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the October 1985 index as the base. Triggers at 4% and capped at 25¢. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium:

0-38¢-41¢ (0-35¢-35¢).

Paid Vacation:

5 weeks after 20 (23) years of service.

Note: The following changes are effective March 13, 1985, unless otherwise stated.

Crown Witness
Leave (new):

Employer pays the difference between regular wages and fees received.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$12,000 (\$11,000). Effective November 7, 1985, \$13,000.

Weekly Indemnity - Benefit is payable on the first day for out-patient tests (new).

Vision Care - Maximum claim is \$90 (\$80) every 24 months per eligible employee and dependents. Effective November 7, 1985, \$100.

Dental Plan - Effective June 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective June 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$5.50 (\$4.50) per month per year of service. Effective November 7, 1985, \$6.50.

ELECTRICAL PRODUCTS

Canadian General Electric Company Limited at Cobourg, Oakville and Toronto, Ont. and Montreal, St. Andre and St. Augustine, Que., and the Montreal Armature Company Limited at Montreal, Que. - Various Locals, Communications and Electrical Workers* (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from March 5, 1985 to March 4, 1987, covering 700 C.G.E. employees in Ontario, settled with mediation assistance. Duration of negotiations - 5 months.

* Previously, Electrical Workers (IUE) (CLC).

Wages:	Effective	<u>Mar. 5/85</u>	<u>Sept. 2/85</u>	<u>Mar. 3/86</u>
<u>COLA Fold-in</u>				
Hourly Rated		23¢		
Salaried		\$9.20 per week		
<u>Increases</u>				
Hourly Rated		20¢-35¢	10¢	10¢-24¢
Salaried		\$7.20-\$17.60 per week	\$4 per week	\$3.20-\$12 per week
<u>Oakville</u>				
Assembler (Light, repetitive)		\$10.54 (\$10.09)	\$10.64	\$10.76
Labourer		\$10.71 (\$10.26)	\$10.81	\$10.93
Tool & Die Maker Grade 1		\$13.92 (\$13.34)	\$14.02	\$14.26
Cost of Living Allowance:	1¢ per 0.32 point increase in the Consumer Price Index - 1971=100 between August 1985 and November 1985, to be folded into wages March 2, 1986. Three further quarterly adjustments between February 1986 and November 1986. (Basic formula is unchanged.)			
Shift Premium:	0-46¢-67¢ (0-43¢-63¢).			
Bereavement Leave:	Son-in-law, daughter-in-law and grandchild are added to the provision for 3 days' paid leave (new).			
Health and Welfare:	<u>Life Insurance for Retirees</u> - For new employees hired on or after June 1, 1986, benefit is 1 (2) times earnings. <u>A. D. & D.</u> - Benefit is \$20,000 (\$10,000) for loss of one limb or eye and \$40,000 (\$20,000) for loss of more than one limb and/or eye. <u>OHIP</u> - Premium assistance to employee laid off after age 55 with 10 years of service to continue to age 60 (new). <u>Major Medical</u> - Effective January 1, 1985, maximum reimbursement for services of osteopath, chiropractor, naturopath and podiatrist, including x-rays, is \$200 (\$175) per year. Drug plan coverage revised according to Ontario Pharmacists' Association Plan Z. Effective January 1, 1986, orthopaedic shoes coverage to a maximum \$50 per person per year. <u>Dental Plan</u> - Effective in 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Maximum annual claim is \$1,000 (\$750). Effective in 1986, the 1984 O.D.A. fee schedule.			

Pension Plan:	Basic Benefit - Effective January 1, 1985, \$11.20-\$18.40 (\$11.20-\$17.60) per month per year of service depending on earnings. Effective January 1, 1986, \$11.20-\$19.20.
	Early Retirement Bridging Supplement - Effective January 1, 1985, \$10 (\$9) per month per year of service to a maximum of \$300 per month. Effective January 1, 1986, \$11 to a maximum of \$330 per month.
Income	\$276 (\$231) per week in case of layoff due to lack of work if
Extension Aid:	employee's U.I.C. benefits are discontinued during the initial 52 weeks of layoff.
Job Security (new):	Up to 6 weeks training for eligible employees displaced due to lack of work.

Northern Telecom Canada Limited at Belleville, Brampton, Kingston and London, Ontario and Saint John, N.B. - Locals 27, 1837, 1839, 1905 and 1915, Auto Workers (CLC) (hourly rated employees): A 36-month renewal agreement effective from February 25, 1985 to February 28, 1988, covering 5,000* Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

* Includes 460 employees currently on layoff status.

Wages:	Effective	Feb. 25/85	Mar. 3/86	Mar. 2/87
COLA Fold-in		45¢**	45¢	45¢
<u>Increases</u>				
Grades 22, 23		25¢	25¢	25¢
Grades 24, 25, 26		30¢	30¢	30¢
Grades 27, 28, 29, 30		35¢	35¢	35¢
Skilled Trades		50¢	45¢	45¢
<u>London Plant***</u>				
Grade 22 (includes Assembly Worker)		\$11.84 (\$11.14)	\$12.54	\$13.24
Grade 28 (includes Set-up Man)		\$13.22 (\$12.42)	\$14.02	\$14.82
Skilled Tradesman (Electronics Technician)		\$15.31 (\$14.36)	\$16.21	\$17.11

** Actually folded in on April 15, 1985.

*** Rate schedules at London Plant are one grade higher than other plants except Belleville where non-skilled classifications range up to Grade 30. No skilled trades classifications at Saint John, N.B.

Cost of Living Allowance: A total of \$1.46 COLA (\$1.42 for Brampton) was generated in previous agreements. \$1.35 is folded into wages in 3 installments during the life of this agreement, leaving 11¢ (7¢ for Brampton) to float.

1¢ per 0.30 point change in the Consumer Price Index - 1971=100, using the February 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premiums: 0-45¢-45¢ (0-40¢-40¢). Effective March 3, 1986, 0-50¢-50¢.

Paid Vacation: 3 weeks after 4 (5) years of service. Effective in 1986, 3 weeks after 3 years.

Bereavement Leave: Common-law spouse is added to provision for up to 3 days' paid leave (new). 3 (1) days' paid leave in event of death of brother-in-law and sister-in-law.

Health and Welfare: Life Insurance and A. D. & D. - Effective July 1, 1985, benefit is \$13,000 (\$12,000). Effective January 1, 1987, \$14,000.

Weekly Indemnity - Effective January 1, 1986, for employees with 5 to 9 years of service, service-related benefit provides 10 to 14 (8 to 12) weeks at 90% of basic earnings plus COLA and 42 to 38 (44 to 40) weeks at 66 2/3% of basic earnings plus COLA.

Long Term Disability - Effective May 1, 1985, income-related benefit is \$1,150 to \$1,400 (\$800 to \$1,000) per month, less statutory offsets, with a minimum of \$150 (\$125).

Vision Care - Effective January 1, 1986, maximum claim is \$75 (\$65) every 2 years.

Dental Plan - Effective May 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule with annual updating on May 1 of the following 2 years.

Survivor Transition Benefit - Effective May 1, 1985, dependents of deceased employee with a minimum 3 months of service will receive benefits as follows:

<u>Benefit Group</u>	<u>Monthly Income</u>	<u>Lump Sum Payment</u>
1	\$450 (\$375)	\$23,500 (\$19,500)
2	\$475 (\$400)	\$24,500 (\$20,500)
3	\$550 (\$475)	\$29,000 (\$24,000)

Monthly income benefit is paid for a maximum of 60 consecutive months or ceases when there are no longer any eligible surviving dependents. Lump sum payment is made in addition to the monthly income in the case of work-related death.

Retirement Transition Benefit - Effective January 1, 1985, upon retirement, employee receives monthly income benefit based on years of service times benefit rate as follows:

<u>Benefit Group</u>	<u>Benefit Rate</u>
1	\$16 (\$13)
2	\$17 (\$14)
3	\$19 (\$16)

Duration of benefit payments is service-related.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$19 (\$16), \$21 (\$18) and \$24 (\$20) per month per year of service for benefit Groups 1, 2 and 3. Effective January 1, 1987, \$20, \$22 and \$25 respectively.

Supplemental Benefit - Effective January 1, 1985, \$9.25 (\$8) per month per year of service with no maximum. (Previously, \$280 maximum.) Effective January 1, 1986, \$9.50. Effective January 1, 1987, \$10.

Safety Shoe Allowance: Where required, \$40 (\$35) per year for safety shoes and \$50 (\$40) per year for safety boots with proof of purchase.

Lay-off Allowance: Employee on lay-off receives an allowance entitlement equal to 90% of regular weekly pay less UIC payments, payable for 5 to 13 weeks for employees with 1 to 9 years of service (unchanged), 15 to 23 (14 to 18) weeks for employees with 10 to 14 years of service, and 3 (1) weeks' additional pay per year of service for employees with more than 14 years of service.

After 52 weeks of lay-off and upon UIC benefits having been exhausted, employee with 10 or more years of service receives 50% of regular weekly pay for a period based on the schedule outlined above (new).

Meal Allowance (London Skilled Trades): \$4 (\$3) after 2 hours of overtime. Effective March 3, 1986, \$4.50. Effective March 2, 1987, \$5.

Northern Telecom Canada Limited at Belleville, Brampton, Kingston and London - Locals 1525, 1530, 1535 and 1837, Auto Workers (CLC) (office, clerical and technical employees): A 36-month renewal agreement effective from February 27, 1985 to February 26, 1988, covering 1,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 27/85	Feb. 17/86
COLA Fold-in		45¢*	45¢
Increases		1.75%-4%**	1.75%-3%**
<u>Monthly Rates</u>			
<u>Clerical Unit</u>			
Grade 53 (includes File Clerk)	\$1,552.80-\$1,663.85 (\$1,452.00-\$1,563.05)		\$1,653.60-\$1,764.65
Grade 63 (includes Senior Clerk)	\$2,524.00-\$2,731.40 (\$2,354.50-\$2,561.90)		\$2,667.90-\$2,875.30
<u>Technical Unit</u>			
Lowest Level (ETE)	\$2,093.00-\$2,271.15 (\$1,950.40-\$2,128.50)		\$2,219.65-\$2,397.80
Highest Level (ATS3)	\$3,076.05-\$3,310.70 (\$2,878.70-\$3,112.75)		\$3,243.45-\$3,477.50

Effective

Feb. 16/87

COLA Fold-in

45¢

Increase

1.75%-3%**

Clerical Unit

Grade 53 (includes
File Clerk)

\$1,754.40-\$1,865.45

Grade 63 (includes
Senior Clerk)

\$2,811.80-\$3,019.20

Technical Unit

Lowest Level (ETE)

\$2,346.30-\$2,524.45

Highest Level (ATS3)

\$3,410.25-\$3,644.30

* Actually folded in on March 16, 1985.

** Increases are based on the 1984 wage schedule at maximum of grade.

Maximum rates for clerical employees are reached after 48 months, and for technical employees after 54 months.

Cost of Living
Allowance:

A total of \$1.43 COLA was generated in previous agreements. \$1.35 is folded into wages in 3 installments during the life of this agreement, leaving 8¢ to float.

1¢ per 0.30 point change in the Consumer Price Index - 1971=100, using the January 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium:

0-\$3.45-\$3.45 (0-\$3.05-\$3.05) per shift. Effective February 17, 1986, 0-\$3.85-\$3.85.

Other changes are similar to those reported above for Northern Telecom Canada and Auto Workers, hourly rated employees.

Northern Telecom Canada Limited at Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ontario, Winnipeg, Manitoba, Saskatoon, Saskatchewan, and Edmonton and Calgary, Alberta - Locals 4 and 9, Communications and Electrical Workers (CLC) (installers, shop, warehouse and office employees): Three 36-month renewal agreements effective from November 1, 1984 to October 31, 1987, covering 702 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

The details of these agreements are similar to those reported for Northern Telecom Canada Limited and Auto Workers in this issue.

BBC Brown Boveri Canada Inc., Power Distribution Division at Mississauga - Local 101, Canadian Operating Engineers (CCU): A 24-month renewal agreement effective from January 2, 1985 to January 1, 1987, covering 225 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 2/85	June 3/85	Jan. 1/86
General Increases		35¢	15¢	50¢
COLA Fold-in		20¢		
Group 1.2 (Sub Assembler C)		\$8.86-\$9.48 (\$8.31-\$8.93)	\$9.01-\$9.63	\$9.51-\$10.13
Group 10 (Tool and Die Maker)		\$13.73-\$14.70 (\$13.18-\$14.15)	\$13.88-\$14.85	\$14.38-\$15.35

Maximum rate for Sub Assembler C is reached after 9 months, and for Tool and Die Maker after 12 months.

Cost of Living Provision: Suspended. (Previously, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly and capped at 20¢.)

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Holidays: One floating day is added for a total of 12 (11) days.

Paid Vacation: 5 weeks after 24 (25) years of service. Effective January 1, 1986, 5 weeks after 23 years.

Health and Welfare: Life Insurance and A. D. & D. - Effective April 1, 1985, benefit is \$12,500 (\$10,000). Effective January 1, 1986, \$15,000.

Life Insurance for Retirees - Effective April 1, 1985, benefit is \$2,000 (\$1,000). Effective January 1, 1986, \$3,000.

Weekly Indemnity - Effective April 1, 1986, maximum benefit is \$200 (\$160) per week payable on a 1/1/8/26 basis. Effective January 1, 1986, maximum benefit is \$250 payable on a 1/1/4/26 basis.

Dental Plan - Effective April 1, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1984 O.D.A. fee schedule.

Job Training Allowance: Employee receives regular pay while undergoing job upgrading training provided by employer (new).

Federal Pioneer Limited at Bramalea - Local 564, Communications and Electrical Workers (CLC): A 24-month renewal agreement effective from December 21, 1984 to December 20, 1986, covering 267 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Dec. 21/84	Dec. 21/85
COLA Fold-in		9¢	
General Increases		5%	4%
Additional Adjustments		some inequity adjustments and reclassifications	

	<u>Dec. 21/84</u>	<u>Dec. 21/85</u>
Labour Grade 1 (Assembler-Machine Operator II)	\$10.05-\$10.29 (\$9.48-\$9.71)	\$10.45-\$10.70
Labour Grade 17 (Tool & Die Maker)	\$14.56-\$14.83 (\$13.78-\$14.03)	\$15.14-\$15.42

Maximum rates are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the December 1984 index as the base. Triggers at 5% in the first year and 4% in the second year. Adjusted monthly. (Basic formula is unchanged.)

Shift Premium: 0-38¢-38¢ (0-35¢-35¢). Effective December 21, 1985, 0-40¢-40¢.

Health and Welfare: Life Insurance and A. D. & D. - Effective April 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

OHIP - Effective January 1, 1986, employer pays 100% (75%) of premiums costs.

Major Medical - Effective April 1, 1985, employer pays 100% (75%) of premium costs.

Dental Plan (new) - Effective January 1, 1986, employer pays 50% of premium costs for a basic dental plan, with deductibles of \$25 for single coverage and \$50 for family coverage, and 80%-20% co-insurance. Coverage to be based on the 1986 Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - Effective April 1, 1985, 30¢ (25¢) per hour.

Safety Shoe Allowance: Effective April 1, 1985, \$40 (\$35) for 1 pair per year. Effective December 21, 1986, \$43.

NON-METALLIC MINERAL PRODUCTS

Electro Porcelain Co. Ltd. at Waterloo - Local 7581, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 16, 1985* to March 11, 1988, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire March 18, 1985.

Wages:	Effective	<u>Mar. 16/85</u>	<u>Mar. 15/86</u>	<u>Mar. 14/87</u>
General Increases		4%	3%	3%
COLA Fold-in:				
Day Workers		20¢		
Incentive Workers		16¢ for WD-3 14¢ for WD-14 12¢ for WD-13		

	<u>Mar. 16/85</u>	<u>Mar. 15/86</u>	<u>Mar. 14/87</u>
General Labour	\$8.74 (\$8.21)	\$9.00	\$9.27
Tool & Die Maker A	\$13.64 (\$12.92)	\$14.05	\$14.47
Cost of Living Allowance:	Effective March 1986, 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the March 1985 index as the base. Triggers at 5% annually. Adjusted annually. (Basic formula is unchanged.)		
Shift Premium:	0-39¢-46¢ (0-38¢-45¢). Effective March 15, 1986, 0-40¢-47¢. Effective March 14, 1987, 0-41¢-48¢.		
Weekend Premium:	\$1.00 (90¢).		
Paid Holidays:	12 (13) days per year.		
Paid Vacation:	4 weeks after 11 (12) years of service. Effective March 15, 1986, 4 weeks after 10 years.		
Birthday Bonus (new):	1 day's pay at straight time hourly rate for eligible time workers and at average hourly earnings for eligible incentive workers, providing employee worked a full scheduled day prior to and after birthday.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$15,000 (\$12,000) for regular employee under age 65 with 5 years of service. <u>Vision Care</u> - Maximum claim is \$100 (\$50) every 2 years. <u>Dental Plan</u> - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective March 15, 1986, the 1986 O.D.A. fee schedule.		
Pension Plan:	<u>Employer Contribution</u> - Effective March 15, 1986, employer contributes 1.25% (1%) of base rate for time workers and 1.25% (1%) of 12-week average hourly earnings for incentive workers.		

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 132, Teamsters (Ind.): A 24-month renewal agreement effective from March 15, 1985 to March 15, 1987, covering 406 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 17/85</u>	<u>Mar. 16/86</u>
General Increases		5%	4%
Job Class Increments		39.5¢ (37.5¢)	41.0¢
Step 2 (includes Cleaner General Services)		\$12.240 (\$11.665)	\$12.735

	<u>Mar. 17/85</u>	<u>Mar. 16/86</u>
Step 13 (includes Electronic - Electrician)	\$16.585 (\$15.79)	\$17.245
Shift Premium:	58.5¢ (54.5¢). Effective March 16, 1986, 61.0¢.	
Charge Hand Premium:	85.5¢ (81.5¢). Effective March 16, 1986, 89.0¢.	
Relief Supervisor Premium:	\$1.10 (\$1.05). Effective March 16, 1986, \$1.145.	
Working Foreman Premium:	\$1.225 (\$1.165). Effective March 16, 1986, \$1.275.	
Paid Holidays:	Effective January 1, 1986, employee's birthday added for a total of 13 (12) days.	
Paid Vacation:	3 weeks after 3 (4) years of service, 4 weeks after 10 (11) years.	
Health and Welfare:	<u>Life Insurance</u> - Effective March 16, 1986, benefit is \$20,000 (\$12,000). <u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective March 16, 1986, the 1986 O.D.A. fee schedule.	
Meal Allowance:	\$4.65 (\$4.40). Effective March 16, 1986, \$4.90.	

MISCELLANEOUS MANUFACTURING

<u>Honeywell Limited at Scarborough - Local 80, Auto Workers (CLC):</u> A 24-month renewal agreement effective from March 1, 1985 to February 28, 1987, covering 665 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.			
Wages:	Effective	<u>Mar. 1/85</u>	<u>Mar. 1/86</u>
	Increases	39¢-66¢	38¢-64¢
	Labour Grade 11 (includes Assembly-Light)	\$8.63 (\$8.20)	\$9.05
	Tool Room Specialist 1	\$15.90 (\$15.24)	\$16.54
Shift Premium:	0-30¢-32¢ (0-28¢-30¢).		
Paid Holidays:	Effective March 1, 1986, 1 floating day is added for a total of 13 (12) days.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$14,000 (\$13,000). Effective March 1, 1986, \$15,000.		

Weekly Indemnity - Maximum benefit is \$276 (\$231) per week.
Effective March 1, 1986, \$309.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective March 1, 1986, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$14.50 (\$13.50) per month per year of service.
Effective March 1, 1986, \$15.50.

Safety Shoe Allowance: \$30 (\$25) twice per year.

MINES

Griffith Mine, Pickands Mather & Co. at Bruce Lake* - Local 7020, United Steelworkers (AFL-CIO/CLC): A 19-month renewal agreement effective from September 1, 1984 to April 1, 1986, covering 230** employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

* Operation to be closed in April 1986.

** Includes 35 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 1/84</u>
	COLA Fold-in	92¢
	Job Class 2 (General Labour)	\$12.93 (\$12.01)
	Job Class 18 (includes Electrician)	\$15.89 (\$14.97)

Previous rates reflect 18¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ for each full 0.3 point change in the Consumer Price Index - 1971=100, using the July 1984 index as the base. Triggers at 4%. Adjusted quarterly beginning December 1, 1984 and ending March 1, 1986. (Basic formula is unchanged. Previously, no trigger.)

Note: The following changes are effective March 1, 1985, unless otherwise stated.

Health and Welfare: Life Insurance, A. D. & D., Life Insurance, O.H.I.P., Major Medical and Dental Plan - For employees laid off after March 1, 1986, benefits to continue for 6 months while on layoff (new).

Life Insurance and A. D. & D. - Benefit is \$14,000 (\$12,000).

Life Insurance for Retirees - Benefit is \$3,500 (\$1,000).

O.H.I.P. - Coverage continues to age 65 or such time that it becomes available at no cost, for current and future retirees (new).

Major Medical - Lifetime coverage for current and future retirees, eligible dependents and spouse (new).

Pension Plan: Early Retirement - Employee at age 62 with 10 or more years service receives unreduced pension when laid off due to permanent plant closure. Employee with 15 or more years of service, and either age 55 or whose age plus years of service equals 80, may receive an unreduced pension at age 62 or an actuarially reduced pension beginning March 1, 1985 or later (new).

Survivor Pension - 74.5% (55%) of the Joint and Survivorship Pension.

Special Payment - \$300 per month to age 65 for employee retiring on other than a deferred life annuity on or after March 1, 1986, as a result of permanent plant closure (new).

Severance Pay (new): Effective October 1, 1984, 1 week's pay per year of service for employee who elects to retire as a result of plant closure. 2 week's pay per year of service for all other eligible employees.

Relocation Allowance (new): For active employees as of October 1, 1984, maximum \$2,500 reimbursement for employee who is moving to a new job or retiring.

TRANSPORTATION

Hamilton Street Railway Company and Canada Coach Lines at Hamilton - Locals 107 and 1585, Transit Union (AFL-CIO/CLC) (hourly rated and salaried employees): Three 12-month agreements on wages as the result of a wage reopener provision for the second year of agreements terminating March 31, 1986, covering 811 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Apr. 1/85

General Increase 4%

Local 107, Hamilton
Street Railway

Job Group 1 (includes Interior Cleaner)	\$11.88-\$12.46 (\$11.42-\$11.98)
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Job Group 5 (includes Operator)	\$13.17-\$13.85 (\$12.66-\$13.32)
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Job Group 9 (includes Auto Mechanic)	\$14.09-\$14.83 (\$13.55-\$14.26)
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Maximum rates are reached after 12 months.

Charter Driving Rate: Canada Coach Drivers - 1 1/2 (2) minutes times regular hourly rate for each mile driven. No pyramiding with layover time (new).

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance employees): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 1,600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	4.31%	3.1%	3.1%
	Operator	\$13.20 (\$12.65)	\$13.61	\$14.03
	Machinist I	\$15.49 (\$14.85)	\$15.97	\$16.47
Cost of Living Allowance (new):	1% per 1% increase in the Ottawa Consumer Price Index - 1981=100, using the December 1986 index as the base. Triggers at 6.82%. Payable as a lump sum for all hours worked in 1987.			
Paid Vacation:	Effective in 1986, 6 weeks after 26 (27) years of service. Effective in 1987, 5 weeks after 17 (18) years, and 6 weeks after 25 years.			
Health and Welfare:	Dental Plan - Coverage continues to be based on current year's Ontario Dental Association fee schedule.			
	Welfare Trust Fund (new) - Benefit levels and cost sharing for the following benefit plans will be negotiated and effective by January 1, 1986: Sick Benefit (previously, 75% employer paid), Long Term Disability (100% employee paid), Life Insurance (100% employer paid), Survivors' Benefits (100% employer paid), Dental (75% employer paid), Supplementary Health (100% employer paid). Effective January 1, 1986, employee contributes \$204 towards L.T.D. premium costs. Effective January 1, 1987, \$408. Also effective January 1, 1987, employer pays 100% of premium costs of dental plan.			
Safety Shoe Allowance:	\$65 (\$50) for one pair per year.			
Tool Allowance:	\$125 (\$100) per year.			
Meal Allowance:	\$4.75 (\$4.50) after 12 hours of work. Effective January 1, 1986, \$5. Effective January 1, 1987, \$5.25.			

COMMUNICATION

Canada Post, system-wide - Canadian Union of Postal Workers (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 8,578 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	General Increases	37¢	38¢
	Mail Handler 0-2 years	\$12.74-\$12.90 (\$12.37-\$12.53)	\$13.12-\$13.28

	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
Mail Dispatcher 0-1 year	\$13.06-\$13.17 (\$12.69-\$12.80)	\$13.44-\$13.55
<u>Christmas Helper</u> - Rates of pay for casual employees hired for the Christmas period 1985 are 60% of the minimum classification rates plus COLA. Increased to 75% for the Christmas period 1986. (Previously, \$4.50 per hour.)		
Cost of Living Allowance:	Effective July 1, 1985, 1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the June 1985 index as the base. Adjusted quarterly and paid as a lump sum beginning October 1985. Triggers at 5%. (Previously, COLA formula of 1¢ per 0.35 point change in the C.P.I. - 1961=100 was inoperative.)	
Hours of Work (part-time):	Normal work week is minimum 20 hours with 2 days of rest. Maximum 25 hours per week averaged over each 12-week period. (Previously, average 25 hours per week over each 12-week period.)	
Shift Premium:	Effective March 10, 1985, 85¢ (81¢) per hour worked between 5 p.m. and 7 a.m. Effective October 1, 1985, 85¢ per hour between 5 p.m. and midnight and \$1.05 per hour between midnight and 7 a.m.	
Weekend Premium:	\$1.05 (\$1.01) per regularly scheduled hour worked on Saturday and Sunday.	
Paid Vacation:	Effective April 1, 1986, 4 weeks after 7 (8) years of service.	
Vacation Pay (part-time):	Effective April 1, 1986, 8% after 7 (8) years of service.	
Recovery Leave (new):	Effective October 1, 1985, 3 extra days of paid leave per year for regular employee with more than 3 years of service assigned to night shift, if employee has worked minimum 200 shifts in the preceding 12-month period.	
Pre-retirement Leave (new):	Effective October 1, 1985, employee at age 55 with 20 years of continuous service or at age 60 with 5 years of service, receives 1 week of paid leave per year to a maximum of 5 weeks from the time of eligibility until retirement.	
Health and Welfare:	<u>Dental Plan (new)</u> - Effective June 1985, employer pays 100% of premium costs of a plan covering all regular employees and dependents. Annual deductibles of \$25 for single coverage and \$50 for family coverage. 80%-20% co-insurance for basic treatment expenses, 70%-30% for major treatment, and 50-50% for orthodontics. Annual maximums per person are \$1,000 for each of basic and major coverages. Lifetime maximum \$1,000 per child for orthodontics. Coverage is based on the 1984 Ontario Dental Association fee schedule.	
	<u>Hearing Aid and Vision Care Plan (new)</u> - Effective July 1, 1985, employer pays 100% of premium costs of a plan covering all regular employees and dependents, with maximum claims of \$120 every 2 years for vision care and \$600 every 5 years for hearing aid.	

Disability Insurance Plan - Extended to include new regular part-time employees on a mandatory basis.

Job Security: Guarantee of continuous employment for current regular employees declared surplus as a result of organizational changes, providing the employee agrees to transfer within a 40 kilometre radius. If the surplus employee elects to resign or retire, liberalized qualification rules apply and extra severance pay is provided by employer. (Previously, guarantee of continuous employment for employees affected by technological change and contracting out.)

Part-time Positions Limit: 4,500 (4,200) positions between March 1, 1985 and September 30, 1986, with a maximum of 1,000 in grades 7 and 8, and a maximum of 125 in any one Division.

Isolated Posts Allowances: Revised. Provision does not apply in Ontario.

Meal Allowance: \$6.00 (\$5.50) after 2 hours of overtime.

Mileage Allowance: 26¢ per kilometre. (Previously, reimbursement for all hours travelled in accordance with Treasury Board Travel Directive.)

RETAIL TRADE

Consumers Distributing Company Limited at Mississauga and other southern Ontario centres - Local 419, Teamsters (Ind.) (warehouse employees and drivers): A 24-month renewal agreement effective from March 1, 1985 to February 28, 1987, covering 245 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Mar. 1/85</u>	<u>Mar. 1/86</u>
	General Increase		60¢
	General Labour	\$11.25 (\$11.25)	\$11.85
	Maintenance - Qualified	\$14.20 (\$14.20)	\$14.80

Mileage Rate - Effective March 1, 1986, 19.39¢ (18.42¢) per kilometre for highway driver.

Lump Sum Settlement Payment: \$1,000 per employee.

Overtime Pay: Overtime for Highway Driver commences after 60 (40) hours of work per week.

Double-time (time and one-half) for all hours worked in excess of 8 hours on Saturday for all employees except Highway Driver.

Paid Vacation: 4 weeks after 10 (12) years of service.

Health and Welfare: Life Insurance, A. D. & D., Major Medical and Weekly Indemnity - Effective June 1, 1985, employer pays 100% of cost for providing the above benefits for seniority employees, subject to the terms of the insurance carriers. (Previously, employer contributed \$55 per month per employee to the Union Benefit Program Trust Fund.)

Clothing Allowance:	\$40 (\$30) for each November 15-March 15 period for employee required to work continuously for more than 1 full shift inside trailers and/or containers.
Safety Shoe Allowance:	\$80 (\$30) per year for designated trades, and \$40 (\$30) per year for all other employees.
Tool Allowance:	\$100 (\$60) per year for designated employee with 1 year of service.

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	General Increases	5%	5%
	Assistant Caretaker	\$9.47-\$10.38 (\$9.02-\$9.89)	\$9.94-\$10.90
	Plumber	\$15.88 (\$15.12)	\$16.67

Maximum rate for Assistant Caretaker is reached after one year.

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 2,000 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases	4% rounded to nearest \$10	5% rounded to nearest \$10
	Teacher-Level 1 0-6 years	\$16,590-\$24,150 (\$15,950-\$23,220)	\$17,420-\$25,360
	Teacher-Level 4 0-10 years	\$21,310-\$35,640 (\$20,490-\$34,270)	\$22,380-\$37,420
	Teacher-Level 7 0-12 years	\$26,780-\$43,890 (\$25,750-\$42,200)	\$28,120-\$46,080
	<u>Principal</u> 0 - more than 4 years		
	Level 5	\$44,560-\$50,580 (\$42,850-\$48,630)	\$46,790-\$53,110

	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
Level 6	\$45,650-\$52,230 (\$43,890-\$50,220)	\$47,930-\$54,840
Level 7	\$47,290-\$53,870 (\$45,470-\$51,800)	\$49,650-\$56,560
Responsibility Allowances:	Increased by 4%, rounded to nearest \$10. Effective September 1, 1985, increased by 5%, rounded to nearest \$10.	
Health and Welfare:	<u>Major Medical</u> - Effective September 1, 1985, maximum chiropractic benefit is \$225 per person after exhaustion of OHIP benefits (new). <u>Vision Care</u> - Effective April 1, 1985, maximum claim over term of this contract is \$150 (\$80). <u>Dental Plan</u> - Coverage is based on the current year's (1983) Ontario Dental Association fee schedule. Effective April 1, 1985, maximum lifetime orthodontic benefit is \$3,000 (\$1,000). Effective September 1, 1985, maximum lifetime basic dental benefit is \$2,000 (\$1,000).	

Grey County Board of Education at Markdale - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 481 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
General Increases		1.31%	3.45%
Teacher-Category D 0-6 years		\$15,027-\$20,900 (\$14,833-\$20,630)	\$15,545-\$21,620
Teacher-Category A1 0-10 years		\$19,448-\$34,036 (\$19,197-\$33,597)	\$20,118-\$35,209
Teacher-Category A4 0-12 years		\$22,689-\$42,138 (\$22,396-\$41,594)	\$23,471-\$43,590

Responsibility Allowances: Increased by 1.31%. Effective January 1, 1985, increased by 3.45%.

Sick Leave: Accumulation is to a maximum of 260 (240) days for the life of the contract.

Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 500 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4%
	Teacher-Level D 0-5 years	\$15,314-\$21,180 (\$14,725-\$20,365)
	Teacher-Level A1 0-10 years	\$21,377-\$33,514 (\$20,555-\$32,225)
	Teacher-Level A4 0-12 years	\$25,132-\$43,078 (\$24,165-\$41,421)
	Principal-Level A1 0-4 years	\$47,212-\$49,462 (\$41,396-\$45,760)
	Principal-Level A4 0-4 years	\$47,306-\$51,845 (\$45,487-\$49,851)
Responsibility, Special Education and Extra-Degree Allowances:	Increased by 4%.	
Sick Leave:	Accumulation is to a maximum of 235 (225) days for the life of the contract. 75% of sick leave to be paid to estate on death of employee (new).	
Health and Welfare:	<u>Life Insurance, A. D. & D., OHIP, Extended Health Care and Dental Plan</u> - Employer pays 95% (85%) of premium costs.	

Lambton County Board of Education at Sarnia - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 650 employees, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Average Increase	3.98%
	Teacher-Category 1 0-5 years	\$15,399-\$21,917 (\$15,299-\$21,074)
	Teacher-Category 4 0-11 years	\$19,274-\$34,147 (\$18,974-\$32,834)
	Teacher-Category 7 0-11 years	\$24,199-\$43,700 (\$23,699-\$41,234)
	Principal 0-2 years	
	Up to 15 rooms	\$47,000-\$49,000 (\$43,859-\$45,959)
	Over 15 rooms	\$48,000-\$50,000 (\$44,909-\$47,009)

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 760 employees, settled at the post mediation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4%
	Teacher-Level 1 0-6 years	\$16,424-\$23,475 (\$15,792-\$22,572)
	Teacher-Level 4 0-10 years	\$21,129-\$35,400 (\$20,316-\$34,038)
	Teacher-Level 7 0-11 years	\$25,417-\$44,671 (\$24,439-\$42,953)

Responsibility Allowances: Increased by 4%.

Health and Welfare: Long Term Disability - Effective March 1, 1985, benefit is 60% of gross annual salary commencing at the later of exhaustion of sick leave or 6 (12) months.

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	Matron	\$9.73 (\$9.18)
	Caretaker	\$10.47-\$11.07 (\$9.92-\$10.52)
	Head Caretaker (Combined Schools)	\$13.64 (\$13.09)
	Maximum rate for Caretaker is reached after 1 year.	

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Effective May 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Clothing Allowance: \$100 (\$90) per year for matrons.

Peterborough County Board of Education at Peterborough - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 542 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Average Increases	1.6%	1.82%
	Teacher-Category 1 0-6 years	\$16,109-\$21,289 (\$15,891-\$21,000)	\$16,435-\$21,719
	Teacher-Category 4 0-12 years	\$20,162-\$34,556 (\$19,889-\$34,087)	\$20,570-\$35,254
	Teacher-Category 7 0-12 years	\$23,414-\$43,303 (\$23,096-\$42,716)	\$23,887-\$44,179

Responsibility Increased by 1.6% and by a further 1.82% on January 1, 1985.
Allowances:

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 418 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	3.425% for Teachers, 3.524% for Vice-Principal, and 3.324% for Principal
	Teacher-Category 1 0-12 years	\$20,570-\$35,254 (\$19,889-\$34,087)
	Teacher-Category 4 0-12 years	\$23,887-\$44,179 (\$23,096-\$42,716)
	Vice-Principal	\$49,559-\$52,546 (\$47,872-\$50,757)
	Principal	\$55,234-\$59,514 (\$53,457-\$57,599)

Responsibility Increased by 3.425%.
Allowances:

Prescott-Russell County Board of Education at Hawkesbury - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 300 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	General Increases	1%	5%
	Teacher-Category I 0-10 years	\$19,612-\$34,345 (\$19,418-\$34,005)	\$20,593-\$36,062
	Teacher-Category IV 0-11 years	\$23,916-\$42,496 (\$23,679-\$42,075)	\$25,100-\$44,600
	Vice-Principal	\$47,021-\$50,925 (\$46,555-\$50,421)	\$49,348-\$53,446
	Principal fewer than 500 students	\$47,944-\$54,231 (\$47,469-\$53,694)	\$50,317-\$56,916
	Principal 500 or more students	\$51,926-\$58,213 (\$51,412-\$57,637)	\$54,497-\$61,095

Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
General Increases	3.25%	1%
Teacher-Category I 0-10 years	\$21,252-\$37,216	\$21,458-\$37,577
Teacher-Category IV 0-11 years	\$25,916-\$46,050	\$26,167-\$46,496
Vice-Principal	\$50,952-\$55,183	\$51,445-\$55,717
Principal fewer than 500 students	\$51,952-\$58,766	\$52,455-\$59,335
Principal 500 or more students	\$56,268-\$63,081	\$56,813-\$63,692

Responsibility Allowances: Increased by 1%. Effective February 1, 1985, 5%. Effective September 1, 1985, 3.25%. Effective February 1, 1986, 1%.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Increases	2.5%	Average 0.5%
	Teacher-Category I 0-6 years	\$14,196-\$20,708 (\$13,850-\$20,203)	\$14,271-\$20,818
	Teacher-Category IV 0-11 years	\$20,333-\$34,797 (\$19,838-\$33,949)	\$20,441-\$34,981
	Teacher-Category VII 0-11 years	\$24,888-\$44,166 (\$24,281-\$43,089)	\$25,020-\$44,400

Sept. 1/84

Jan. 1/85

Principal

Schools with 6 to 14.9 full-time equivalent teachers
0-4 years \$47,579-\$51,634 (\$46,419-\$50,375) \$47,831-\$51,908

Schools with 15 or more full-time equivalent teachers
0-4 years \$49,276-\$53,377 (\$48,074-\$52,075) \$49,537-\$53,659

Lump Sum Payment: Effective June 1, 1985, one-time lump sum payment of 1.16% of 1983-84 annual salary.

Responsibility Allowances: Effective January 1, 1985, increased by 3%.

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 970 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Increases		2.5%, 1.67% for Principal	0.504253%, except Principals
Teacher-Category IV 0-11 years		\$20,333-\$34,797 (\$19,838-\$33,949)	\$20,441-\$34,981
Teacher-Category VII 0-11 years		\$24,888-\$44,166 (\$24,281-\$43,089)	\$25,020-\$44,400
Vice-Principal 0-3 years		\$48,919-\$52,211 (\$47,726-\$50,938)	\$49,178-\$52,487
Principal 0-4 years		\$56,412-\$60,804 (\$55,485-\$59,805)	\$56,412-\$60,804

Lump Sum Payment: Effective June 1, 1985, one-time lump sum payment of 2.33% of 1983-84 annual salary for Principal, and 1.16% of 1983-84 annual salary for all other employees.

Responsibility Allowances: Effective January 1, 1985, increased by 3%.

Education Allowance (new): Employer pays 100% of tuition fees and a maximum \$100 per course for required texts.

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	Average Increases	3.8%	4%
	Teacher D 0-5 years	\$15,280-\$21,060 (\$14,545-\$20,110)	\$15,985-\$22,005
	Teacher-Group 1 0-11 years	\$21,150-\$35,835 (\$20,210-\$34,345)	\$22,100-\$37,375
	Teacher-Group 4 0-11 years	\$24,335-\$44,285 (\$23,265-\$42,485)	\$25,410-\$46,160

Health and Welfare: Dental Plan - Coverage is based on the 1980 (1979) Ontario Dental Association fee schedule.

Ontario College of Art at Toronto - Local 576, Unit 2, Ontario Public Service Employees (NUPGE) (CLC) (sessional, part-time and casual non-academic employees): A 12-month renewal agreement effective from June 1, 1984 to May 31, 1985, covering 300 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/84</u>
	General Increase	5%
	Monitor and Building Attendant	\$4.65 (\$4.43)
	Model Day Classes	\$7.75 (\$7.38)
	Night Classes	\$8.01 (\$7.63)
	Class Assistant	\$9.92 (\$9.45)

Safety Shoe Allowance (new): \$50 reimbursement per year for class assistant.

Lakehead University Board of Governors at Thunder Bay - Unit 1, Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 280 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase (Salary Scale)	2%
	<u>Annual Rates</u>	
	Laboratory Instructor I	\$13,740-\$19,300 (\$13,473-\$18,919)

July 1/84

Laboratory Instructor II and Teacher Counsellor I	\$16,960-\$24,560 (\$16,626-\$24,079)
Laboratory Instructor III	\$19,415-\$29,120 (\$19,033-\$28,550)
Lecturer and Teacher Counsellor II	\$21,025-\$30,815 (\$20,613-\$30,212)
Assistant Professor and Teacher Counsellor III	\$24,750-\$38,000 (\$24,267-\$37,257)
Associate Professor	\$30,815-\$55,690 (\$30,212-\$54,600)
Professor	\$38,000-\$61,880 (\$37,257-\$60,667)

Merit Fund: To be re-established for distribution of merit increments
(suspended for the term of the 1983-84 agreement).

University of Toronto - Local 2, Canadian Educational Workers (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 1,800 employees, settled with mediation assistance. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>Mar. 4/85</u>	<u>Sept. 1/85</u>
General Increases		6%	5%
Undergraduate		\$15.55 (\$14.67)	\$16.33
Graduate Student (with less than 2 years of full-time graduate study and without a Master's degree or its equivalent)		\$17.80 (\$16.79)	\$18.69
Graduate Student (with 2 years or more of full- time graduate study or with a Master's degree or its equivalent, and all Post Doctoral Fellows)		\$19.90 (\$18.77)	\$20.90

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional full-time employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 322 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increase	4.5%	Wage re-opener
	Library	\$16,094.05-\$17,586.31	
	Technician III	(\$15,401.00-\$16,829.00)	
	Rare Book	\$29,557.83-\$32,507.86	
	Binder	(\$28,285.00-\$31,108.00)	

Maximum rates are reached after 2 years.

Bereavement Leave: Common-law spouse and parent-in-law are added to the provision for up to 3 days' paid leave.

Maternity Leave: Employer pays the difference between 95% of salary and U.I.C. payments for up to 17 weeks. (Previously, 100% employer paid for 15 weeks.)

Meal Allowance: \$6.00 (\$4.50) after 2 hours of overtime.

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC) (full-time and part-time service and maintenance employees):
A 24-month renewal agreement effective from September 30, 1984 to September 29, 1986, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 30/84</u>	<u>Sept. 30/85</u>	<u>Apr. 1/86</u>
	General Increases	5%	4%	
	Additional Adjustments			15¢ for Nutrition Aid, 17¢ for R.N.A., 32¢ for Painter
	Nutrition Aid	\$8.570-\$9.177 (\$8.159-\$8.741)	\$8.913-\$9.545	\$9.063-\$9.695
	R.N.A.	\$9.772-\$10.421 (\$9.306-\$9.925)	\$10.164-\$10.838	\$10.334-\$11.008
	Electrician	\$13.107-\$14.075 (\$12.481-\$13.407)	\$13.634-\$14.639	\$13.634-\$14.639

Maximum rates are reached after 3 years.

Note: Part-time employees receive 12% of regular wages in lieu of fringe benefits.

Health and Welfare: Dental Plan - Effective April 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres
- Professional Association of Internes and Residents of Ontario
(Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	4.5%
	Interne	\$26,854 (\$25,698)
	Resident 1	\$29,932 (\$28,643)
	Resident 5	\$39,299 (\$37,607)

Administrative Bonus: \$2,304 (\$2,205) per year for Chief Resident; \$1,153 (\$1,103) per year for Senior Resident.

Health and Welfare: Dental Plan (new) - Employer pays 100% of premium costs for Blue Cross Plan #9, with 50%-50% co-insurance. Coverage is based on the current year's Ontario Dental Association fee schedule.

Meal Allowance: \$3.65 (\$3.20) per meal which occurs during scheduled duty periods over and above regular hours.

St. Joseph's Health Centre at Toronto - Local 1144, Canadian Union of Public Employees (CLC) (full-time service employees): A 12-month renewal agreement effective from September 29, 1984 to September 28, 1985, covering 435 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 29/84</u>
	General Increase	5%
	Dietary Aide	\$8,986-\$9,244 (\$8,558-\$8,804)
	R.N.A.	\$9,876-\$10,436 (\$9,406-\$9,939)
	Electrician	\$12,196-\$12,880 (\$11,615-\$12,267)

Maximum rates are reached after 3 annual increases.

Toronto General Hospital and 142 other Ontario hospitals, province-wide - Ontario Nurses' Association (Ind.): Two hundred and forty-four 18-month renewal agreements effective from October 1, 1984 to March 31, 1986, covering 32,902 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 1/84	Oct. 1/85
	General Increase	5%	Wage and Benefits Reopener

Toronto General Hospital

Full-time
Monthly Rates

Graduate Nurse	\$2,163.30 (\$2,060.29)
Registered Nurse 0-7 years	\$2,283.28-\$2,601.73 (\$2,174.55-\$2,477.84)
Assistant Head Nurse 0-7 years	\$2,368.60-\$2,697.87 (\$2,255.81-\$2,569.40)

Part-time*
Hourly Rates

Registered Nurse 0-7 years	\$14.05-\$16.01 (\$13.38-\$15.25)
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* Rates are exclusive of 14% payment in lieu of fringe benefits.

The following changes are effective March 15, 1985.

Shift Premium:	0-45¢-45¢ (0-35¢-35¢).
Standby Pay:	\$2 (\$1.75) per hour.
Responsibility Pay:	75¢ per hour when assigned responsibilities of a higher classification for a full shift or more. (Previously, employee was paid at the rate of the higher classification.)
Transportation Allowance:	35¢ (25¢) per mile to a maximum of \$14 (\$10) for travel to or from work between midnight and 6 a.m. or when on standby, either by taxi or using own car.
Jury Duty Pay:	When an employee is scheduled to work the night shift prior to a day of jury duty and the employer is unable to reschedule the shift, the employee will receive the difference between the regular daily rate and jury pay (new).
Change of Schedule Premium (part-time):	1 1/2 times regular straight time rate for all hours worked on the first shift of the new schedule, when less than 24 (48) hours' notice is given personally to the nurse.
Contracting Out Clause (new):	No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees Association (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 215 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	5%
	Clerk Typist	\$8,087-\$9,260 (\$7.70-\$8.82)
	Stores Accountant	\$9,149-\$10,549 (\$8.71-\$10.05)
	Maximum rate for Clerk Typist is reached after 4 annual increases and for Stores Accountant after 5 annual increases .	
Lump Sum Settlement Payment:	\$250 per employee.	
Overtime Pay:	Employee required to work on scheduled Monday-Friday day off receives 1 1/2 (1) times regular rate for all hours worked outside employee's averaging period.	
Paid Personal Leave:	Employee receives up to 25 (22 1/2) hours off per year to attend medical, dental and legal appointments.	
Clothing Allowance:	Employer pays \$120 per year for the purchase of uniforms or clothing. (Previously, employer supplied new or used uniforms and clothing.) Annual allowance for boots and gloves for drivers is \$80 (\$73.50). Boot and gloves allowance for Clinic Assistants is eliminated.	
Meal Allowance:	Lunch \$7.25 (\$6.75) and dinner \$10 (\$9.50) when required to work away from Centre on mobile clinic assignments.	

Ottawa-Carleton Children's Aid Society at Ottawa - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): Two 18-month renewal agreements effective from January 1, 1985 to June 30, 1986, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases	0.2%-7.01%	3%
	Child Care Worker (40 hours per week) and Social Worker <u>(35 hours per week)</u>		
	Level 1	\$17,510-\$18,935 (\$17,506-\$18,598)	\$18,035-\$19,503
	Level 5	\$27,915-\$29,810 (\$26,088-\$27,964)	\$28,752-\$30,704
	Level 6	\$31,000-\$32,500 (\$29,053-\$31,178)	\$31,930-\$33,475

Maximum rates in each level are reached on merit after 4 years.

Emergency Duty Pay:	Increased by 5%.
Start Rate (Casual part-time Employees):	\$7.41 (\$7.06) per hour, increasing to \$7.66 (\$7.30) after 800 hours worked. Effective January 1, 1986, \$7.63 and \$7.89 respectively.
Sleep Over Pay (Part-time):	\$3.14 (\$2.99) per hour. Effective January 1, 1986, \$3.23.
Relief Housestaff Pay (Not-Unionized):	\$5.29 (\$5.04) per hour. Effective January 1, 1986, \$5.45.

PERSONAL SERVICES

The Textile Rental Institute of Ontario (Industrial and Commercial Division) at Toronto, Stoney Creek and Mississauga - Local 351, Textile Processors (Ind.): A 19 1/2-month renewal agreement effective from May 15, 1985 to December 31, 1986, with wages retroactive to January 1, 1985, covering 750 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases:		
	General Help	30¢	30¢
	Classified Help	35¢	35¢
	Maintenance (certified or equivalent)	45¢	45¢
	General Help	\$6.40 (\$6.10)	\$6.70
	Classified Help	\$7.80 (\$7.45)	\$8.15
	Maintenance	\$9.35 (\$8.90)	\$9.80

Health and Welfare: Health and Welfare Fund/Employer Contribution - Effective April 1, 1985, \$57 (\$53) per month per employee. Effective January 1, 1986, \$60.

Life Insurance and A. D. & D. - Effective April 1, 1985, benefit is \$10,000 (\$6,000).

Weekly Indemnity - Effective April 1, 1985, benefit is \$125 (\$75) per week.

Semi-Private Hospitalization (new) - Effective April 1, 1985, employer pays 80% of premium cost.

Drug Plan - Effective June 1, 1985, employer pays 90% (80%) of premium cost.

Dental Plan - Effective April 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Canadian National Institute for the Blind, Ontario Division, province-wide - Local 681, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1985 to January 31, 1986, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/85</u>
	General Increase	20¢
	General Help	\$6.19 (\$5.99)
	Vending Technician	\$8.02-\$9.57 (\$7.82-\$9.37)

Start rate (new) - Employees hired after February 1, 1985 receive up to \$1 per hour less than classification rate.

Maximum rate for Vending Technician is reached after two 6-month and one 12-month increases.

Paid Vacation: Employees hired after February 1, 1985, receive 2 (3) weeks after 1 year of service.

Commonwealth Holiday Inns of Canada Limited (Holiday Inn of Ottawa-Centre), Delta Hotels Limited, operating Inn of the Provinces, Four Seasons Hotels Limited, Talisman Motor Inn, Lord Elgin Hotel and York Hanover Hotels Ltd. (The Skyline Ottawa), at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): Three 36-month early renewal agreements* effective from November 1, 1984 to October 31, 1987, covering 890 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous agreements were scheduled to expire October 31, 1985, with a wage reopener effective November 1, 1984. Parties applied to the Ontario Labour Relations Board for early termination of the agreements as a result of unsuccessful wage reopener negotiations.

Wages:	Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
	Increases	10¢-25¢	10¢-25¢	10¢-25¢
	<u>Holiday Inn</u>			
	Waiter/Waitress	\$5.04 (\$4.94)	\$5.14	\$5.24
	Maintenance One	\$10.08 (\$9.83)	\$10.33	\$10.58

Effective	<u>May 1/86</u>	<u>Nov. 1/86</u>	<u>May 1/87</u>
Increases	10¢-25¢	10¢-25¢	10¢-25¢
<u>Holiday Inn</u>			
Waiter/Waitress	\$5.34	\$5.44	\$5.54
Maintenance One	\$10.83	\$11.08	\$11.33

Start Rate - 25¢ above legislated minimum wage, progressing in 2 equal increments to the classification rate after 60 days worked. (Previously, 10¢ below the classification rate for 30 days worked.)

Health and Welfare:

O.H.I.P. - Employer continues to pay premium for 2 months for employee on lay-off (new).

Dental Plan - Effective April 1, 1985, coverage is based on the 1984 (1980) Ontario Dental Association fee schedule.

LOCAL ADMINISTRATION

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 266 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.3%	4.25%
	Labourer-Permanent	\$10.05 (\$9.64)	\$10.47
	Garage Mechanic	\$11.54-\$12.22 (\$11.06-\$11.72)	\$12.03-\$12.74

Annual Rates

General Clerk, Grade 1	\$16,427 (\$15,750)	\$17,125
Senior Plumbing Inspector	\$28,546-\$30,192 (\$27,369-\$28,947)	\$29,759-\$31,475

Maximum rate for Garage Mechanic and Senior Plumbing Inspector is reached after 6 months.

Student Rate - Frozen at the previous rate of \$7.52 per hour for the duration of this agreement.

Overtime Pay: Double-time after 5 (6) hours of overtime.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 5 weeks after 18 (20) years of service.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse.

Health and Welfare: Major Medical - Employer pays premium cost for employee who retires early under the O.M.E.R.S. "90" provision, up to age 65 (new).

Dental Plan - Effective July 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1986 O.D.A. fee schedule.

Mileage Allowance: 33¢ (31¢) per mile or 20.5¢ (19.3¢) per kilometre for employees requested to use their cars for Corporation business, on a casual basis. 30¢ (28¢) per mile or 18.6¢ (17.5¢) per kilometre for employees using their car as a condition of employment, in addition to \$35 per month (unchanged).

Meal Allowance: \$4.50 (\$4) after 3 hours of overtime.

Safety Shoe Allowance: Maximum \$65 (\$50) per year.

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 209 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4.25%	4.25%
	Grade 2 (Labourer)	\$10.05 (\$9.64)	\$10.48
	Grade 10 (includes Mechanic)	\$12.37 (\$11.87)	\$12.90

Health and Welfare: Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).

Dental Plan - Coverage extended to employees on long term disability (new). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective in 1986, the 1985 O.D.A. fee schedule.

Safety Shoe Allowance: \$65 (\$60) per year.

CONSTRUCTION

Windsor Heavy Construction Association at Kent and Essex Counties - Local 880, Teamsters (Ind.), Local 625 and 749, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Package:	Effective	<u>May 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
<u>Teamsters</u>				
	Increases	34¢ in Kent County; 33¢-34¢ in Essex County	30¢-31¢ in both Kent and Essex County	25¢-26¢ in Kent County; 26¢ in Essex County
<u>Driver, Single Axle</u>				
	Kent County	\$14.69 (\$14.35)	\$15.00	\$15.25
	Essex County	\$17.01 (\$16.67)	\$17.31	\$17.57
<u>Operating Engineers</u>				
	Increases	32¢-33¢ in Kent County; 32¢-34¢ in Essex County	29¢-30¢ in Kent County; 29¢-30¢ in Essex County	26¢-27¢ in both Kent and Essex County
<u>Crane Operator</u>				
	Kent County	\$17.80 (\$17.48)	\$18.10	\$18.36
	Essex County	\$19.84 (\$19.52)	\$20.13	\$20.40
<u>Labourers</u>				
	Increases	Wage Categories Restructured in Kent County; 34¢ in Essex County	30¢ in both Kent and Essex County	30¢ in both Kent and Essex County
<u>Common Labourer</u>				
	Kent County	\$15.29	\$15.59	\$15.85
	Essex County	\$17.81 (\$17.47)	\$18.11	\$18.37

Package rates shown include wages, vacation pay, employer contributions to welfare fund for Teamsters and employer contributions to welfare and pension funds for Operating Engineers and Labourers.

Welfare Fund: Operating Engineers - Employer contributes 55¢ (31¢) per hour.

Labourers, Essex County - Employer contributes 50¢ (40¢) per hour.

Labourers, Kent County - Employer contributes 25¢ (20¢) per hour.

Pension Fund: Operating Engineers - Employer contributes \$1 (70¢) per hour.

Addenda

February 1985 Settlements

FOOD AND BEVERAGE

Nestle Enterprises Limited, Libby, McNeill and Libby of Canada Division at Chatham and Wallaceburg - Local 127 and 35, Auto Workers (CLC)
(production and office employees): Two 36-month renewal agreements effective from February 1, 1985 to January 31, 1988, covering 263 employees, settled at the post conciliation bargaining stage and ratified in February, 1985. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>	<u>Feb. 1/87</u>
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COLA Fold-in

Production Unit	\$1.25		
Office Unit	\$50		
	per week		

General Increases

<u>Production Unit</u>	6¢	20¢	20¢
Skilled	3¢	5¢	5¢
Trades			
Adjustment			

<u>Office Unit</u>	\$2.40	\$8	\$8
	per week	per week	per week

Seniority	\$1.20	\$2.00	\$2.00
Adjustment -	per week	per week	per week
Office Groups			
4, 5, 6 and 7			

Production Unit
(40 hours per week)

Group 13 (14)	\$11.13	\$11.33	\$11.53
(Light	(\$9.82)		
Production)			

Group 1	\$14.15	\$14.40	\$14.65
(includes	(\$12.81)		
Electrician)			

Office Unit
(40 hours per week)

Weekly Rates

Group 2 (includes	\$418.00-\$442.80	\$426.00-\$450.80	\$434.00-\$458.80
Clerk-Typist)	(\$365.60-\$390.40)		

	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>	<u>Feb. 1/87</u>
Group 7	\$479.60-\$519.20	\$489.60-\$529.20	\$499.60-\$539.20
(Programmer Analyst)	(\$426.00-\$465.60)		

Maximum rate for Clerk-Typist is reached after 5 six-month increases, and for Programmer Analyst, after 7 six-month increases.

Cost of Living Allowance: \$1.32 COLA was generated under the previous agreement. \$1.25 COLA is folded in February 1, 1985, and 7¢ COLA continues to float.

1¢ per 0.15 change in the Consumer Price Index - 1981=100. (Previously, 1¢ per 0.35 point change in the C.P.I. - 1971=100.) Adjusted quarterly.

Shift Premium: Production - 3% of production group 14 maximum rate.

Office - 3% of office group 2 maximum rate.

Paid Vacation: Effective February 1, 1987, 5 weeks after 19 (20) years of service.

Health and Welfare: Life Insurance - Office - Employer pays 100% (50%) of premium costs.

Dental Plan - Effective February 23, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective August 1, 1985 the 1984 O.D.A. fee schedule. Effective August 1, 1986 the 1985 O.D.A. fee schedule and effective August 1, 1987, the 1986 O.D.A. fee schedule.

Drug Plan - Production - Annual deductibles of \$10 for single coverage and \$20 for family coverage. (Previously, 35¢ deductible per prescription.)

Major Medical - Office (new) - Ambulatory, special-duty nursing services and out-of-province basic medical coverage. Employer pays 100% of premium costs.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$13.50 (\$13) per month per year of service. Effective January 1, 1986, \$14.25. Effective January 1, 1987, \$15.25.

Supplemental Benefit - Effective January 1, 1985, \$6.75 (\$6.50) per month per year of service. Effective January 1, 1986, \$7.13. Effective January 1, 1987, \$7.63.

Safety Shoe Allowance: Effective February 23, 1985, \$35 (\$30) per year. Effective February 1, 1986, \$40. Effective February 1, 1987, \$45.

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Tilbury - Local 1941, Auto Workers (CLC): A 36-month renewal agreement effective from June 4, 1985 to June 3, 1988, covering 400 employees, settled at the bargaining stage and ratified in February 1985. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 4/85</u>	<u>June 4/86</u>	<u>June 4/87</u>
General Increases			20¢	20¢
Profit Sharing Plan Fold-in		75¢		
Bushing Press Operator		\$12.24 (\$11.49)	\$12.44	\$12.64
Electrician		\$13.85 (\$13.10)	\$14.05	\$14.25
Lump Sum Settlement Payment:	\$900 per employee.			
Cost of Living Provision:	Deleted. (Previously, COLA clause was frozen and replaced by Profit Sharing Plan.)			
Profit Sharing Plan:	Effective in the first contract year, 25¢ per credited hour or a percentage thereof, depending upon 4 factors: profitability, efficiency, quality and scrap cost. Effective in the second year, 50¢ per hour. Effective in the third year, \$1 per hour. To be paid quarterly, and not folded into wages.			
Shift Premium:	0-30¢-30¢ (0-25¢-30¢).			
Health and Welfare:	<p><u>Life Insurance and A. D. & D.</u> - Benefit is \$16,000 (\$15,000). Effective June 1, 1986, \$17,000. Effective June 1, 1987, \$18,000.</p> <p><u>Weekly Indemnity</u> - Benefit is \$220 (\$210) per week. Effective June 1, 1986, \$230. Effective June 1, 1987, \$240.</p> <p><u>Vision Care</u> - Maximum claim for prescription eyeglasses is \$60 (\$50) every 24 months.</p>			
Pension Plan:	Basic and Supplemental Benefits - \$14 (\$13) per month per year of service. Effective June 1, 1986, \$15. Effective June 1, 1987, \$16.			
Safety Shoe Allowance:	Maximum \$40 (\$35) for one pair per year. Effective June 4, 1986, \$45. Effective June 4, 1987, \$50.			

EDUCATION AND RELATED SERVICES

Metropolitan Toronto*, The Cities of Scarborough, Etobicoke, York, North York and Toronto and The Borough of East York Boards of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind): Seven 12-month renewal agreements effective from September 1, 1984 to August 31, 1985, covering 9,074 employees, settled by arbitration in February 1985. Duration of negotiations - 8 months.

* Metropolitan Toronto School Board has an agreement covering employees who teach in schools for the trainable retarded and is also a signatory to the central agreement.

Wages:	Effective	Sept. 1/84
	Increase	5%, except 6.3%-6.4% for Principal
	Teacher-Category D 0-7 years	\$14,734-\$24,881 (\$14,032-\$23,696)
	Teacher-Category A1 0-10 years	\$20,578-\$35,421 (\$19,598-\$33,734)
	Teacher-Category A4 0-10 years	\$24,735-\$44,127 (\$23,557-\$42,026)
	<u>Vice-Principal</u>	
	Elementary School 0-3 years	\$43,366-\$47,391 (\$41,301-\$45,134)
	Junior High- East York and North York 0-3 years	\$45,557-\$49,861 (\$43,388-\$47,487)
	<u>Principal</u>	
	Elementary 0-4 years	\$50,671-\$56,084 (\$47,608-\$52,763)
	Junior High- East York and North York 0-3 years	\$53,404-\$57,704 (\$50,174-\$54,269)

Responsibility Increased by 5%.
Allowances:

HEALTH AND WELFARE SERVICES

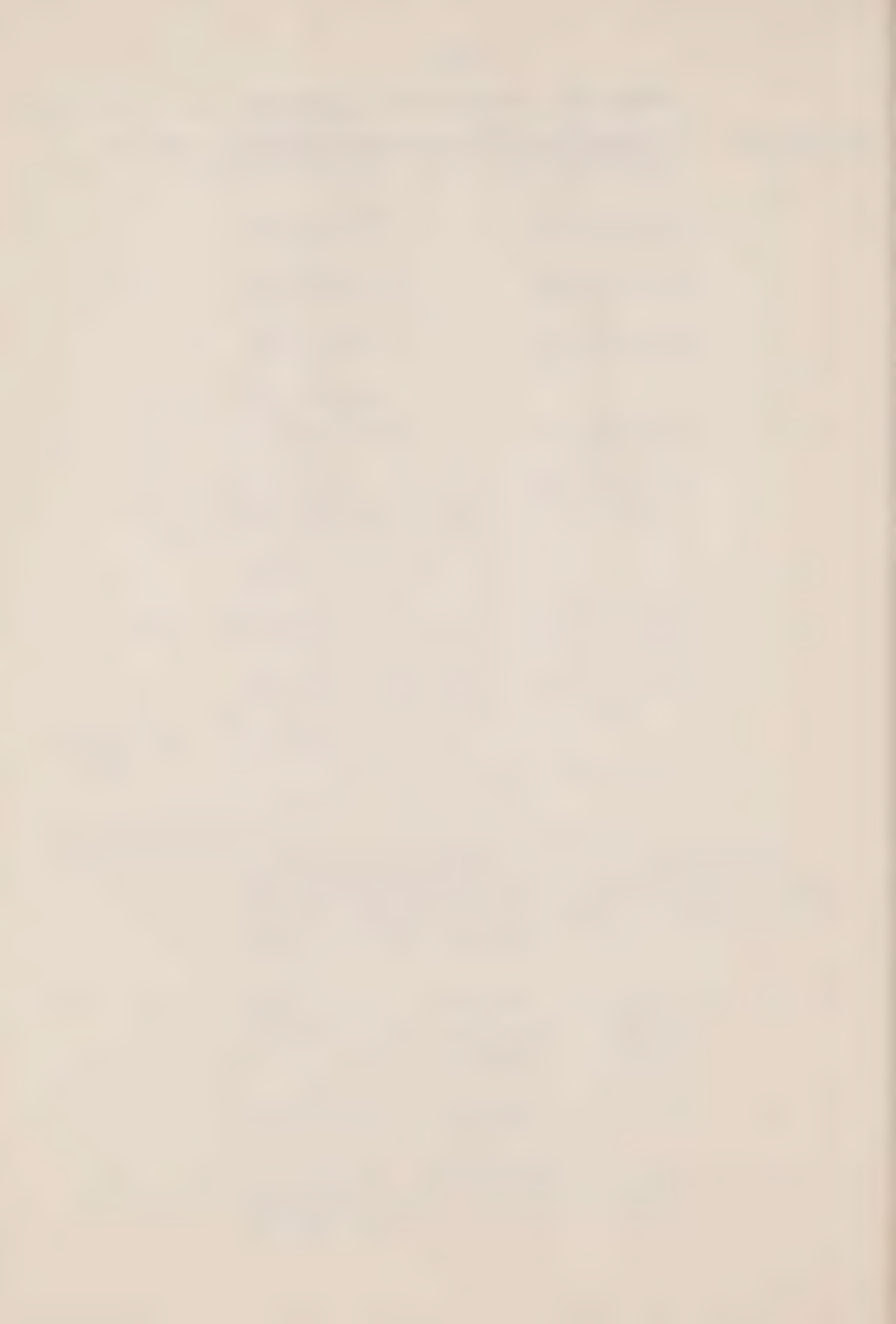
Baycrest Centre for Geriatric Care at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service and maintenance employees): Two 17 1/2-month renewal agreements effective from June 2, 1984 to November 15, 1985, covering 400 employees, settled by arbitration in February, 1985. Duration of negotiations - 10 months.

Wages:	Effective	June 2/84	June 2/85	Oct. 15/85
	Increases	5% or 50¢, whichever is greater	2% or 20¢, whichever is greater	1%
	Housekeeping Aide	\$8.80-\$9.03 (\$8.30-\$8.53)	\$9.00-\$9.23	\$9.17-\$9.40
	Air Condition- ing and Refrigeration Engineer	\$11.99-\$12.22 (\$11.42-\$11.64)	\$12.23-\$12.46	\$12.47-\$12.71

Maximum rates are reached after one annual increase.

Paid Maternity
Leave (new):

Maximum 15 weeks at the difference between 75% of wages and
U.I.C. benefit, paid after a 2-week waiting period.



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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
APRIL 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON WILLIAM WRYE
MINISTER

T.E. ARMSTRONG, Q.C.
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Farm Equipment. J. I. Case Co. Division of Tenneco Canada Inc. settled with the United Steelworkers in April, renewing two agreements covering 1,170 production and office employees at the company's tillage and seeding equipment plant in Hamilton, previously owned by the International Harvester Co.

The new agreements, which will run for 3 years ending April 22, 1988, did not provide for a wage increase in the first year, but increases of 25 cents will be given on April 22, 1986 and 1987. The \$3.43 an hour cost-of-living adjustment paid to production workers and \$3.57 to office workers were incorporated into base rates, leaving a 12-cent float for both groups. The cost-of-living provision was continued to provide quarterly adjustments calculated at the existing rate of 1 cent an hour for each 0.26 rise in the Consumer Price Index 1971=100. One cent an hour will be diverted from the last two quarterly payments in 1986 and 2 cents from the four quarterly payments in 1987 to pay for improvements in pensions.

Other provisions included a 5-cent increase in shift premiums; reduction by 5 years in the service required for 3 weeks and 4 weeks paid vacation, by 10 years for 5 weeks, and reinstitution of 6 weeks after 25 years; increases in the maximum sickness and accident benefit to \$325 from \$280, and in the maximum long-term disability benefit to \$1,200 from \$1,100; increase in basic pension rate to a range of \$18.15-\$18.90 a month for each year of credited service from \$15.75-\$16.50; and an additional 1 cent an hour employer contribution to the supplementary unemployment benefit fund.

Hospital Paramedics. An arbitration award settled agreements between 40 hospitals and the Ontario Public Service Employees, covering 2,134 paramedical employees in the province. The award is effective for 2 years ending December 31, 1985.

Under the award, wages were increased by 4.8 percent in the first year and 4 percent in the second year. In addition, a special adjustment of about 5 percent was awarded on January 1, 1985 to raise the starting rate of entry level registered technologists to the entry level pay rate for registered nurses.

Other award terms included improvements in shift premiums, stand-by pay, paid vacations, jury and crown witness duty pay, mileage allowance for reporting to or leaving night work, and an increase in the number of employees paid for time spent in contract negotiations.

School Boards. About 214,000 teachers and support employees were covered by 27 major school board agreements settled during March and April. Fifteen of the agreements are to run for one year and 12 for 2 years.

Wage increases provided in the one-year agreements range from 3.0 to 5.99 percent, with most of the employees affected receiving between 4.0 and 4.4 percent. Increases in the two-year agreements ranged from 4.46 to 10.25 percent over the term of the agreement, averaging 3.98 percent per year.

The main changes in benefits included updating the fee schedules in dental care plans, and improvements in paid vacations and insurance benefits.

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FOOD AND BEVERAGE

Abisco Brands Limited, Consumer Foods Division at Niagara Falls - Local 101, Firemen and Oilers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1984 to November 30, 1986, covering 269 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 3/84</u>	<u>Dec. 2/85</u>
General Increases		5%	4%
General Help (Feeder)		\$10.83 (\$10.31)	\$11.26
Electrician		\$12.93 (\$12.31)	\$13.45
Shift Premium:	0-30¢-30¢ (0-27¢-27¢). Effective December 2, 1985, 0-35¢-35¢.		
Sunday Premium:	\$2 (\$1.50) per hour.		
Servicemenment Leave:	1 day's paid leave upon death of grandparents and grandparents-in-law (new).		
Paid Vacation:	4 weeks after 10 (12) years of service.		
Health and Welfare:	Life Insurance - Benefit is \$15,000 (\$11,000). Effective January 1, 1986, \$18,000.		
	<u>A. D. & D.</u> - Effective May 1, 1985, benefit is \$5,000 (\$1,500). Effective January 1, 1986, \$8,000.		
	<u>Long Term Disability Plan (new)</u> - Benefit is 50% of salary to a maximum of \$1,500 per month, with employer and employee sharing premium costs. Effective November 2, 1986, employer pays 100% of premium costs.		
	<u>Dental Plan</u> - Effective May 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective December 2, 1985, coverage is based on the 1985 O.D.A. fee schedule. Employer pays 100% of premium costs. (Previously, employee contributed \$5 towards costs.)		
Meal Allowance:	Effective April 9, 1985, \$3.50 (\$3).		
Safety Shoe Allowance:	Effective January 1, 1985, maximum \$40 (\$28) per year.		
Tool Allowance:	Effective January 1, 1985, \$100 (\$50) per year for skilled trades employees.		

ancia-Bravo Foods at Toronto - Local P530-2, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 18, 1985 to January 17, 1987, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 18/85</u>	<u>Jan. 18/86</u>
	General Increases	4%	4%
	Additional Adjustment	20¢ for Licensed Mechanic A	
	Packer	\$8.59 (\$8.26)	\$8.93
	Mechanic A (Licensed)	\$12.18 (\$11.52)	\$12.67
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$13,000 (\$12,000). <u>Dental Plan</u> - 90%-10% (80%-20%) co-insurance for preventative coverage. Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$12 (\$11) per month per year of service.		
Out-of-Town Meal Allowance:	\$19 (\$17) for truck drivers and helpers for overnight deliveries.		
Safety Shoe Allowance:	\$29 (\$28) for one pair per year.		

TEXTILE

Cambridge Towel Corporation and Elco Kitchen Products Limited at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1984 to October 31, 1986, covering 286 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>
	General Increases	20¢	20¢
	General Help	\$5.75 (\$5.55)	\$5.95
	Mechanic Class 1	\$8.70 (\$8.50)	\$8.90
	Effective	<u>Nov. 1/85</u>	<u>May 1/86</u>
	General Increases	20¢	15¢
	General Help	\$6.15	\$6.30
	Mechanic Class 1	\$9.10	\$9.25

Health and Welfare: O.H.I.P. - Effective May 1, 1985, employer pays 75% (60%) of premium cost.

LOTHING

luett, Peabody Canada Inc., The Arrow Company Division at Kitchener - Local 303A, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

ages:	Effective	Apr. 1/85	Mar. 31/86
	Average Increases	4.8%	4.8%

Hourly Rated

Category 1 (includes Swatcher)	\$5.24-\$5.54 (\$5.00-\$5.28)	\$5.50-\$5.80
Category 9 (Senior Mechanic)	\$10.20-\$10.55 (\$9.73-\$10.08)	\$10.67-\$11.02

Maximum rates are reached after 1 year.

Incentive Earners - Receive comparable increases.

aid Vacation: 5 weeks after 23 (25) years of service and 6 weeks after 33 (35) years. Effective March 31, 1986, 5 weeks after 22 years and 6 weeks after 32 years.

ereavement
eave: Common-law spouse and adopted children are added to the provision for 3 days' paid leave (new). Grandchild is added to the provision for 1 day's paid leave (new).

aternity Leave: Health and Welfare benefit coverage continues for 12 (6) months when on maternity leave.

ealth and
elfare: Life Insurance - Benefit is \$5,000 (\$4,000).

OHIP - Any premium increase during the term of this agreement will be cost-shared 50%-50% by employer and employee. (Currently, employer pays 100% of premium costs.)

ension Plan: Employer Contribution - 2.5% (2.25%) of earnings less vacation and holiday pay.

orsyth Trading Company, John Forsyth Company Division at Kitchener, Waterloo and Toronto - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1985* to March 31, 1987, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired on December 31, 1984, with wages in effect until April 3, 1985.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Mar. 31/86</u>
	Increases	31¢-48¢ on top rates	31¢-48¢ on top rates
	<u>Hourly Rated</u>		
	Service 1 (includes Non-machine Utility Operator)	\$4.00-\$5.15 (\$4.00-\$4.84)	\$4.00-\$5.46
	4th Class Engineer and Sweeper	\$6.50-\$8.37 (\$6.25-\$7.99)	\$6.50-\$8.75
	Sewing Machine Mechanic 2	\$9.00-\$10.56 (\$8.80-\$10.08)	\$9.00-\$11.04

Maximum rates are reached after 1 year.

Incentive Earners - Receive comparable increases.

Call-in Pay (new):	Double time when called in to work on an emergency basis between 11 p.m. and 6 a.m. Monday to Friday or between noon Saturday and 6 a.m. Monday.
Paid Vacation:	5 weeks after 23 (25) years of service and 6 weeks after 33 (35) years. Effective March 31, 1986, 5 weeks after 22 years and 6 weeks after 32 years.
Bereavement Leave:	Common-law spouse and adopted children are added to the provision for 3 days' paid leave (new). Grandchild is added to the provision for 1 day's paid leave (new).
Maternity Leave:	Health and Welfare benefit coverage continues for 12 (6) months when on maternity leave.
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$5,000 (\$4,000). <u>OHIP</u> - Any premium increase during the term of this agreement will be cost-shared 50%-50% by employer and employee. (Currently, employer pays 100% of premium costs.)
Pension Plan:	<u>Employer Contribution</u> - 2.5% (2.25%) of earnings less vacation and holiday pay.

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO): A 36-month renewal agreement effective from June 1, 1984 to May 31, 1987, covering 245 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>June 1/84</u>	<u>June 1/85</u>	<u>June 1/86</u>
	General Increases	25¢	4%	5%

Effective	<u>June 1/84</u>	<u>June 1/85</u>	<u>June 1/86</u>
Skilled Trades Adjustment		25¢ for Class A Tradesman and above	
Additional Adjustment		10¢ for Trim Saw Operator	
Labourer- Plywood	\$10.22 (\$9.97)	\$10.63	\$11.16
Electrician- Class A	\$12.77 (\$12.52)	\$13.53	\$14.21

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1985, benefit is \$22,500 (\$20,000).

Long Term Disability - For disabilities commencing June 1, 1985, maximum benefit is \$1,000 (\$900) per month.

Weekly Indemnity - Effective May 12, 1985, maximum benefit is \$265 (\$250) per week. Effective June 1, 1985, \$275. Effective June 1, 1986, \$295.

Dental Plan - Effective May 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective June 1, 1985, the 1984 O.D.A. fee schedule.

Pension Plan (new): Employer Contribution - Effective January 1, 1987, \$15 per month per employee and an additional \$15 per month conditional on the employee contributing \$15.

Safety Shoe Allowance: Effective June 1, 1985, \$12 (\$10) per year.

Premium Forest Products at Toronto - Local 2679, Carpenters (AFL-CIO): A 24-month first agreement effective from April 22, 1985 to April 21, 1987, covering 350 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 22/85</u>	<u>Oct. 22/85</u>
Increases*		30¢-\$1.25	15¢
General Labour		\$5.65 (\$4.90)	\$5.80
Certified Trades (or equivalent experience)		\$10.15 (\$9.00)	\$10.30

Effective	<u>Apr. 22/86</u>	<u>Oct. 22/86</u>
General Increases	20¢	25¢
General Labour	\$6.00	\$6.25
Certified Trades (or equivalent experience)	\$10.50	\$10.75

* Employee whose rate as at April 22, 1985, exceeded the contract rate is red circled and received an increase of 5% on that date, and 3% effective April 1, 1986.

Start Rates - 25¢ less than the job rate during the 60-calendar day probationary period.

Hours of Work:	5 days a week at 8 hours per day.
Shift Premium:	0-30¢-30¢.
Lead Hand Premium:	50¢ per hour above the wage group to which they are assigned.
Reporting Pay:	Minimum 4 hours' pay at regular straight time hourly rate.
Call Back Pay:	Minimum 3 hours' pay at regular straight time hourly rate.
Overtime Pay:	Time and one-half for all hours worked in excess of 8 hours per day, Monday through Saturday. Double time for all hours worked on Sunday.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for regular employees, for a total of 9 days.
Pay for Work on a Paid Holiday:	Time and one-half for all hours worked in addition to holiday pay, for seniority employees.
Paid Vacation:	3 weeks after 7 years of service and 4 weeks after 16 years.
Bereavement Leave:	3 days' paid leave in the event of death of spouse, parent, sister, brother, child and parent-in-law, for seniority employees.
Jury Duty Pay:	Employee receives the difference between regular straight time hourly rate and jury pay.
Health and Welfare (seniority employees):	<u>Life Insurance</u> - Effective May 1, 1985, employer pays 100% of premium costs. Benefit is \$3,000. Effective May 1, 1986, \$5,000. <u>O.H.I.P. and Extended Health Care</u> - Effective May 1, 1985, employer pays 66 2/3% of premium costs. Effective May 1, 1986, 80%.

FURNITURE AND FIXTURE

Liberty Furniture Industries Limited at Concord and Toronto - Local 4215, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	5%	5%
	General Labour	\$6.23 (\$5.93)	\$6.54
	Welder Fitter	\$7.22 (\$6.88)	\$7.58

Start Rate (new) - \$5.25, progressing to \$5.75 in 2 increases after 6 months.

Health and Life Insurance and A. D. & D. - Benefit is \$12,000 (\$10,000).
elfare:

APER AND ALLIED

Bitibi-Price Inc., Hilroy Division at Toronto - Local 1144, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 230 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	3.5%	1%
	General Help*	\$9.46-\$10.06 (\$9.46-\$9.72)	\$9.46-\$10.16
	Electrician - Electronics	\$15.19 (\$14.68)	\$15.34
	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	4.5%	4.5%
	General Help	\$9.46-\$10.62	\$9.46-\$11.10
	Electrician - Electronics	\$16.03	\$16.75

* Start rate for General Help is frozen at \$9.46.

Maximum rate for General Help is reached after 12 (3) months.

The following changes are effective April 13, 1985, unless stated otherwise.

Shift Premium: 0-35¢-40¢ (0-35¢-35¢).

Lead Hand Premium: Effective July 1, 1985, 50¢ (35¢) per hour.

Health and Welfare: Life Insurance - Benefit is \$18,000 (\$16,000).
A. D. & D. - Benefit is \$36,000 (\$32,000).
Dependent Life Insurance - Maximum benefit for employee's spouse is \$2,500 (\$2,000).
Weekly Indemnity - Benefit is 60% of weekly earnings to a maximum of \$300 (\$290). Effective January 1, 1986, \$315.
Extra Health Benefits (new) - Employer contributes \$5 per item for physician services not covered by OHIP. Effective January 1, 1986, \$10.
Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1984 O.D.A. fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.

Pension Plan: Effective January 2, 1987, pension is based on the employee's best (last) 5 years earnings.
Bridging Supplement - \$16 (\$9) per month per year of service.

Meal Allowance: \$3.75 (\$3.50). Effective January 1, 1986, \$4. Effective January 1, 1987, \$4.25.

PRIMARY METAL

Lake Ontario Steel Company Limited at Whitby - Local 6571, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 28, 1985 to February 27, 1988, covering 650 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 28/85</u>	<u>Feb. 28/86</u>	<u>Feb. 28/87</u>
General Increases			25¢	30¢
COLA Fold-in		38¢		
Job Class 1 (includes Labourer)		\$12.931 (\$12.551)	\$13.181	\$13.481
Job Class 18 (includes Electrician)		\$16.28 (\$15.90)	\$16.53	\$16.83

Previous rates reflect 99.1¢ COLA folded in during the previous agreement.

Cost of Living Allowance:	1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly and folded into wages on February 28, 1986 and 1987. (Basic formula is unchanged.)
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is \$295 (\$280) per week. Effective February 28, 1986, \$310. Effective February 28, 1987, \$330. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs for retirees (new).
Pension Plan:	<u>Basic Benefit</u> - Effective February 27, 1988, \$21 (\$17) per month per year of service to a maximum of 40 years. <u>Supplemental Benefit</u> - Effective February 27, 1988, \$18 (\$16) per month per year of service to a maximum of 30 years. <u>Current Retirees</u> - \$75 per month increase in benefits. <u>New Retirees</u> - For retirements effective between February 28, 1985 and February 28, 1988, \$80 per month increase in benefits. <u>Early Retirement</u> - Employee at age 57 (58) with 30 years of service is eligible for unreduced pension. Effective February 28, 1986, age 56 with 30 years of service. Effective February 28, 1987, age 55 with 30 years of service.
Supplemental Unemployment Benefit:	<u>Benefit</u> - \$80 per week, payable for a maximum of 8 weeks for employee with 1 year of service, 12 weeks for employee with 2 years of service, and 26 weeks for employee with 5 or more years of service. (Previously, \$50 per week for a maximum of 26 weeks for all employees with 1 or more years of service.) <u>Employer Contribution</u> - 4¢ (3¢) per straight time hour worked to a maximum funding of \$200,000 (\$80,000).
Education Leave:	Effective February 28, 1987, employer establishes a \$7,500 fund for the third contract year for training employees about union matters.
Tool Allowance:	\$70 (\$60) per year.

METAL FABRICATING

MCA International Limited, Dominion Bridge - Ontario, Mount Dennis Plant, at Toronto - Local 3390, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 16, 1985 to March 15, 1987, covering 340 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Mar. 16/85</u>	<u>Mar. 16/86</u>
	General Increases	25¢	25¢
	Job Class Increments	27¢ (26¢)	29¢

	<u>Mar. 16/85</u>	<u>Mar. 16/86</u>
Job Class 3 (includes Shear Helper)	\$10.03 (\$9.76)	\$10.32
Job Class 20 (includes Tool- maker Developer)	\$14.62 (\$14.18)	\$15.25
Cost of Living Allowance:	Effective June 1986, 3 quarterly adjustments of 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the February 1986 index as the base. Triggers at 4%. (Basic formula is unchanged. Previously, formula did not trigger.)	
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective April 1, 1986, benefit is \$16,000 (\$15,000). <u>Weekly Indemnity</u> - Effective April 1, 1985, benefit is \$250 (\$240) per week. Effective April 1, 1986, \$260. <u>Dental Plan</u> - Effective April 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1986, the 1985 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - For retirements effective March 16, 1986, \$11 (\$10.50) per month per year of service. <u>Supplemental Benefit</u> - For retirements effective March 16, 1986, \$10.50 (\$10) per month per year of service.	

MACHINERY

Tenneco Canada Inc., J. I. Case Co. Division, previously International Harvester Canada Ltd. at Hamilton - Locals 2868 and 4512, United Steelworkers (AFL-CIO/CLC) (production and office employees):
Two 36-month renewal agreements effective from April 22, 1985 to April 22, 1988, covering 1,169 employees*, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes 574 employees currently on layoff status.

Wages:	Effective	<u>Apr. 22/85</u>	<u>Apr. 22/86</u>	<u>Apr. 22/87</u>
	<u>COLA Fold-in</u>			
	Production Unit	\$3.43		
	Office Unit	\$3.57		
	General Increases		25¢	25¢
	Additional Adjustments	Wage Schedule Restructured		

Effective	<u>Apr. 22/85</u>	<u>Apr. 22/86</u>	<u>Apr. 22/87</u>
Grade 304 (Labourer)	\$12.26 (\$8.83)	\$12.51	\$12.76
Grade 315A (Die Sinker)	\$14.87 (\$11.44)	\$15.12	\$15.37

Weekly Rates

Grade 1 (includes Routine Clerk)	\$446.52-\$465.42 (\$306.93-\$322.62)	\$456.52-\$475.42	\$466.52-\$485.42
Grade 15 (includes Engineering Test and Development Technologist)	\$632.15-\$688.96 (\$498.58-\$546.16)	\$642.15-\$698.96	\$652.15-\$708.96

Maximum rates for office employees are reached after two 6-month and two 12-month increases.

Cost of Living
Allowance:

\$3.55 COLA for production employees and \$3.69 COLA for office employees was generated under previous agreements. \$3.43 and \$3.57 respectively was folded in on April 22, 1985, leaving 12¢ COLA to float for both production and office employees.

1¢ per 0.26 point change in the Consumer Price Index - 1971=100, based on the three month average index between March 1985 and May 1985, rounded to the nearest 0.05. Adjusted quarterly beginning in June 1985. (Basic formula is unchanged.) 1¢ per quarter will be diverted from the COLA payable in the last 2 quarters of 1986, and 2¢ per quarter from the 4 quarterly payments in 1987, to fund improvements in the pension plan.

Shift Premium:

0-40¢-50¢ (0-35¢-45¢).

Paid Vacation:

3 weeks after 5 (10) years of service, 4 weeks after 10 (15) years, 5 weeks after 15 (25) years and 6 weeks after 25 years (reintroduced).

Health and
Welfare:

Weekly Indemnity - Maximum wage-related benefit is \$300 (\$280) per week. Effective April 22, 1986, \$310. Effective April 22, 1987, \$325.

Long Term Disability - Maximum wage-related benefit is \$1,100 (\$1,015) per month. Effective April 22, 1986, \$1,135. Effective April 22, 1987, \$1,200.

Transition and Bridge Insurance - Effective July 1, 1985, minimum benefit is \$225 (\$175) per month.

Pension Plan: Future Retirees

Basic Benefit Per Month Per Year of Service - Varies by retirement date and wage level as shown:

For retirements effective:

July 1, 1985	\$16.15-\$16.90 (\$15.75-\$16.50)
January 1, 1986	\$16.55-\$17.30
July 1, 1986	\$16.95-\$17.70
January 1, 1987	\$17.35-\$18.10
July 1, 1987	\$17.75-\$18.50
January 1, 1988	\$18.15-\$18.90

Maximum Earnings Limitation - Effective July 1, 1985, \$7,200 (\$6,600) in earnings from outside sources. Effective for calendar year 1986, \$7,600. Effective for calendar year 1987, \$8,000.

Temporary Benefit for Disability Retirements Per Month Per Year of Service - Varies by retirement date and subject to a monthly maximum as shown:

For retirements effective:

July 1, 1985	\$13.50 (\$13) to a maximum \$337.50 (\$325)
July 1, 1986	\$14.00 \$350.00
July 1, 1987	\$14.50 \$362.50

Supplemental Benefit - For retirements effective July 1, 1985, when added to the basic benefit and, if applicable, the temporary benefit, equals the minimum monthly pension of \$905 (\$875). Increased by \$30 for retirements effective January 1, 1986, and increased by a cumulative \$30 for retirements effective every subsequent 6 months during the term of the agreement, reaching \$1,055 on January 1, 1988.

Supplemental Unemployment Benefit Plan: Employer Contribution - Effective May 1, 1985, 1986 and 1987, 1¢ is added to each year's funding level. Maximum funding is \$800 (\$700) times the average number of employees.

TRANSPORTATION EQUIPMENT

Budd Canada Inc. at Kitchener - Local 1451, Auto Workers (CLC): A 36-month renewal agreement effective from April 22, 1985 to April 24, 1988, with wages retroactive to April 1, 1985, covering 1,400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/85</u>
	Increase	20¢-71¢
	Labourer	\$11.96 (\$11.76)
	Tool and Die Maker	\$14.96 (\$14.25)

Cost of Living Allowance: 80¢ COLA float for hourly rated employees and 45¢ COLA float for incentive employees continue. Special Canadian Adjustment of 25¢ is added to the COLA float in the first and second years and 24¢ in the third year, for a total of 74¢. In addition for incentive employees, 7¢ is added to the COLA float in the first year.

1¢ per 0.26 point change in the 3-month average in the Consumer Price Index - 1969=100, using the average index for October, November and December 1984 as the base. 1¢ from each of the 9 quarterly calculations is to be diverted. In addition, the amount of the cumulative COLA increases to a maximum of 11¢ is to be diverted. (Basic formula is unchanged. Previously, no diversions.)

Effective with the adjustment on May 4, 1987, 1¢ per 0.1 point change in the C.P.I. - 1981=100. Two quarterly calculations with a diversion per quarter of 2¢ or the amount of the COLA increase, whichever is less.

All new COLA net of diversions to be folded into wages April 7, 1986 and April 6, 1987.

Shift Premium: 0-66¢-95¢ (0-50¢-70¢). Effective April 7, 1986, 0-70¢-\$1.00. Effective April 6, 1987, 0-74¢-\$1.05.

Split Shift - 75¢ (59¢). Effective April 7, 1986, 79¢. Effective April 6, 1987, 83¢.

Paid Vacation: 2 1/2 (2) weeks at 5% after 1 (4) year of service, 3 weeks at 6% after 3 (5) years, 3 1/2 weeks at 7% after 5 years (new), 4 weeks at 8% after 10 (15) years, 4 1/2 weeks at 9% after 15 years (new), and 5 1/2 weeks at 11% after 20 years (new).

Paid Absence Allowance (new): 20 paid hours per year after 1 year of service, 40 paid hours per year after 3 years, to be taken in minimum 4-hour segments for sick leave, personal business, or vacation.

Bereavement Leave: Spouse's grandparents are added to the provision for 3 days' paid leave (new).

Crown Witness Leave (new): Employer pays the difference between regular straight time pay plus COLA and fees received.

Health and Welfare: Life Insurance - Effective August 1, 1985, benefit is \$26,500 (\$24,500). Effective August 1, 1986, \$27,500.

A. D. & D. - Effective August 1, 1985, benefit is \$13,250 (\$12,250). Effective August 1, 1986, \$13,750.

Weekly Indemnity - Effective May 1, 1985, benefit is \$340 (\$280) per week. Effective May 1, 1987, \$350.

Extended Disability Benefit - Effective August 1, 1985, \$960 (\$720) per month for employees with less than 10 years of service and \$1,075 (\$810) per month for employees with 10 or more years of service. Effective August 1, 1987, \$990 and \$1,110 respectively.

Major Medical - Plan is extended to include chiropractic services not covered by OHIP and additional types of prosthetics and durable medical equipment.

Vision Care - Effective August 1, 1985, maximum claim is \$110 (\$100) every 24 months. Effective August 1, 1986, \$120. Effective August 1, 1987, \$130.

Dental Plan - Effective August 1, 1985, reimbursement for certain procedures increases to 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months.

Transition Survivor Income Benefit - Effective April 1, 1986, maximum \$375 (\$325) per month for surviving spouse or dependent child.

Bridge Survivor Income Benefit - Effective April 1, 1986, maximum \$350 (\$300) per month for surviving spouse or dependent child.

Continuation of Benefits - Health and welfare benefit coverage continues while employee is on maternity leave (new).

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

For retirements effective:

Apr. 1, 1985	\$19.20-\$19.70 (\$18.20-\$18.70)
Apr. 1, 1986	\$20.30-\$20.80
Apr. 1, 1987	\$21.45-\$21.95

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Apr. 1, 1985	Oct. 1, 1985, 55¢ Apr. 1, 1986, 45¢
Apr. 1, 1986	Oct. 1, 1986, 60¢ Apr. 1, 1987, 45¢
Apr. 1, 1987	Oct. 1, 1987, 60¢

Early Retirement "30-and-out" Special Allowance (new) - Total monthly benefit varies by retirement date and wage level as shown:

For retirements effective:

Apr. 1, 1985	\$1,025
Apr. 1, 1986	\$1,070
Apr. 1, 1987	\$1,155
Oct. 1, 1987	\$1,205

Effective in 1988, employee may retire early after 30 years of service, regardless of age (age 55).

Supplementary Monthly Benefit Per Year of Service/Early Retirement/Maximum 30 (25) Years

For retirements effective:

Apr. 1, 1985	\$16 (unchanged)
Apr. 1, 1986	\$17
Apr. 1, 1987	\$18

Current Retirees

Basic Monthly Benefits Per Year of Service - Benefits are increased by \$1 and, depending on wage level and retirement date, will range from \$15.70-\$16.20 (\$14.70-\$15.20).

General Terms

Special Pension Payment (new) - Lump sum payments of maximum \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum \$67, payable April 7, 1986 and April 6, 1987. Surviving spouse is eligible for 60% of these payments.

Supplemental
Employment
Benefit Plan:

Employer Contribution - 22¢ (20¢) per paid hour. Effective April 1, 1986, 23¢. Effective April 1, 1987, 24¢.

Safety Shoe
Allowance:

Maximum \$30 (\$25) for 1 pair per year, and up to \$30 (\$25) for a second pair for shipping department employees who are required to work outside on a regular basis. Effective August 1, 1986, \$40.

Transfer Moving
Allowance:

\$665-\$1,120 (\$500-\$845) for single employee, and \$1,470-\$2,310 (\$1,125-\$1,760) for married employee, depending on distance between plants.

ELECTRICAL PRODUCTS

Cooper Industries, Crouse-Hinds Canada Limited Division, previously Crouse-Hinds

Canada Limited, at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from March 13, 1985 to March 12, 1987, covering 360 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:

	<u>Mar. 13/85</u>	<u>Mar. 13/86</u>
COLA Fold-in	4¢	
General Increases	4%	4%
Machine Operator	\$9.20 (\$8.81)	\$9.57
Electrician	\$14.86 (\$14.25)	\$15.45

Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at 20¢.)
Health and Welfare:	Life Insurance and A. D. & D. - Effective April 1, 1985, benefit is \$15,500 (\$14,000). Effective April 1, 1986, \$17,000. Weekly Indemnity - Effective April 1, 1985, benefit is \$240 (\$219) per week. Dental Plan - Effective April 1 of each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule.
Pension Plan:	Money Purchase Plan to be introduced effective January 2, 1986. (Previously, contributory defined benefit pension plan.) Employer Contribution - 18¢-27¢ towards the wage-related benefit. 1 year of credit for minimum 1,000 hours worked per year. Vesting - Effective January 2, 1986, 0% for less than 5 years of service, 40% with 5-6 years of service, progressing to 100% with 10 or more years of service.
Protective Clothing Subsidy:	Screw Machine Operators and Pattern Tender are included in the provision whereby employer contributes 50% of rental fee for shop coats (new).
Safety Shoe Allowance:	Effective April 1, 1985, \$35 (\$25) for one pair per calendar year for all non-foundry employees. Effective April 1, 1986, \$45.

NON-METALLIC MINERAL PRODUCTS

L.O.F. Glass of Canada Ltd. at Collingwood - Local 252G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987 and a 24-month extended agreement effective from February 1, 1987 to January 31, 1989, covering 494 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 1/85	Feb. 1/86
	General Increases	50¢	50¢
	General Labourer	\$9.95 (\$9.45)	\$10.45
	General Maintenance	\$11.29 (\$10.79)	\$11.79
	Effective	Feb. 1/87	Feb. 1/88
	General Increases (excluding Class. I-B (Sweeper/ Janitor))	50¢	50¢

Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>
Additional Adjustment	Job Class I is divided into two sub-classes: I-A General Labourer and I-B Sweeper/Janitor	
General Labourer	\$10.95	\$11.45
General Maintenance	\$12.29	\$12.79
<u>Start Rate (new)</u> - For employees hired on or after February 1, 1986, \$1 less than job rate for 60 working days.		
Lump Sum Settlement Payment:	\$150 per employee on the active payroll, April 26, 1985.	
Cost of Living Allowance:	Inoperative during the 1985-87 agreement. Effective February 1, 1987 and February 1, 1988, two lump sum payments calculated as follows: \$100 per full 1% increase in the Consumer Price Index - 1981=100, using the average index for 1985 as the base. Triggered at a 5% increase in the average CPI for 1986 and 1987 respectively, and capped at 9% annually, for a maximum payment of \$500 per year. (Previously, 5¢ to be folded into wages if the average CPI - 1971=100 for March, April and May 1984 equalled 116% of the average index for September, October and November, 1982, and a further 5¢ if the average index for June, July and August, 1984 equalled 117% of the base index. Formula did not trigger.)	
Lead Hand Premium:	Effective February 1, 1986, 25¢ (15¢).	
Killed Trades Premium (new):	10¢ for employee in the General Maintenance classification with a Trade Certificate. Effective February 1, 1987, 20¢.	
Vacation Pay:	9% (8%) of employee's gross earnings after 20 years of service.	
Bereavement Pay:	\$155 (\$140) for deaths in the immediate family. Effective February 1, 1986, \$170. Effective February 1, 1988, \$200.	
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$16,000 (\$14,000). <u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$3,500). <u>Weekly Indemnity</u> - Benefit is \$160 (\$140) per week for 52 (39) weeks. Effective February 1, 1986, \$180. Effective February 1, 1987, \$200. Effective February 1, 1988, \$220. <u>Extended Health Care</u> - Effective February 1, 1986, maximum claim is \$125 (\$100) per year.	

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto and Bolton - Local 67, Energy and Chemical Workers (CLC): A 30-month renewal agreement effective from April 1, 1985 to September 30, 1987, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Includes 3 employees currently on layoff status.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	4.3%	5.4%
	<u>Laboratory Employees</u>		
	Technician 1	\$8.74-\$9.21 (\$8.38-\$8.83)	\$9.21-\$9.71
	Technical Specialist	\$14.42-\$15.39 (\$13.83-\$14.76)	\$15.20-\$16.22

Maximum rates are reached after two years.

Paid Vacation: 4 weeks after 10 (11) years of service.

Health and Welfare: Life Insurance - Benefit is \$10,000 after 10 years of service and \$12,000 after 20 years. (Previously, \$8,000 for all employees.)

Cyanamid Canada Inc. at Niagara Falls - Local 536, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	5.66%	5.25%
	Skilled Trades Adjustment	10¢	
	Additional Adjustments	Restructuring of production and service wage schedule	
	N3 (previously, Operator III)	\$11.79 (\$11.16)	\$12.41
	Electrician	\$14.92 (\$14.03)	\$15.70
	Effective	<u>Nov. 1/86</u>	
	General Increase	5¢	
	Skilled Trades Adjustment	10¢	

Effective	Nov. 1/86
N3	\$12.46
Electrician	\$15.85

Shift Premium: 0-42¢-48¢ (0-40¢-46¢). Effective February 1, 1986, 0-44¢-50¢.

Health and Welfare: Dental Plan - Effective in each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule.

Safety Shoe Allowance: Maximum \$65 (\$55) per year. Effective January 1, 1986, \$70.

Meal Allowance: Effective February 1, 1986, \$5 (\$4.50) after 2 hours of overtime.

MISCELLANEOUS MANUFACTURING

Consumers Imco Inc., previously Ethyl-Imco, Inc., at Mississauga - Local 243G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1985 to March 31, 1988, covering 207 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/85	Apr. 1/86	Apr. 1/87
Increases	4%, except 97¢ to Maintenance Mechanic A, \$2.12 to Maintenance Electrician, and \$2.09 to Toolmaker		3.6%	4%
Machine Operator	\$7.95-\$8.53 (\$7.64-\$8.20)		\$8.24-\$8.84	\$8.57-\$9.19
Maintenance Electrician	\$13.84-\$14.91 (\$11.72-\$12.75)		\$14.33-\$15.44	\$14.90-\$16.06

Maximum rates are reached after 3 years.

Start Rate (new) - For newly hired employees other than skilled maintenance employees, \$1.50 below classification minimum rate paid for 50 working days.

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the February 1985 index as the base. Triggers at 5% annually. Adjusted quarterly and folded in on April 1, 1986 and 1987. (Previously, COLA clause was inoperative.)

Hours of Work: 12 hours per shift and an average of 42 hours per week (new), or 8 hours per day and 40 hours per week (unchanged).

Shift Premium: 0-21¢-24¢ (0-20¢-23¢). 12 hour shift (new) - 0-30¢. Effective April 1, 1987, 0-22¢-25¢. 12 hour shift, 0-31¢.

Paid Vacation: Effective April 26, 1985, 4 weeks after 13 (14) years of service. Effective April 1, 1987, 4 weeks after 12 years.

Health and Welfare: Life Insurance - Effective May 1, 1985, benefit is \$16,000 (\$14,000). Effective April 1, 1987, \$18,000.

A. D. & D. - Benefit is \$9,000 (\$7,000). Effective April 1, 1987, \$11,000.

Major Medical - Effective May 1, 1985, deductibles are \$25 (unchanged) for single coverage and \$50 (\$75) for family coverage. Effective April 1, 1987, \$20 and \$40 respectively, and 90%-10% (80%-20%) co-insurance.

Dental Plan (new) - Effective April 1, 1987, employer pays 100% of premium costs for a basic plan with deductibles of \$25 for single coverage and \$75 for family coverage, and 80%-20% co-insurance. Coverage continues for 2 months for employee on layoff.

Sunday Premium: Time and one-half for all hours worked on a regularly scheduled Sunday shift, if employee worked the preceding Saturday shift. (Previously, 75¢ per hour on Saturday shifts and \$1 per hour on Sunday shifts.)

TRANSPORTATION

Hendrie and Company Limited, province-wide - Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from March 31, 1985 to March 30, 1988, covering 200 employees*, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

*Includes 5 employees currently on layoff status.

Wages:	Effective	Mar. 31/85	Mar. 31/86	Mar. 31/87
General		3.5% less	3.5%	3%
Increases		32¢		
Truck Driver		\$11.32 (\$11.25)	\$11.73	\$12.09
Mechanic		\$13.14 (\$13.00)	\$13.61	\$14.03
<u>Mileage Rates</u> (per mile)		26.5¢ (26.3¢)	27.5¢	28.2¢

Bereavement Leave: 1 paid day to attend funeral of daughter-in-law or son-in-law (new).

Health and Welfare: Long Term Disability Plan (new) - Employer pays 100% of premium costs for plan with a maximum benefit of \$1,200 per month, payable for up to 5 years.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$80 every 24 months.

Dental Plan - Blue Cross Riders #2, 3, and 4 added, with 50%-50% co-insurance.

Medical Examination Allowance: \$20 (\$7.50) for medical examination requested by employer or required by law, when taken after working hours.

Pension Plan: Funding - Effective March 31, 1987, employer and employee each contribute 5% (4%) of gross monthly earnings.

Overnight Trip Allowance: \$48 (\$46) per night for accommodation and meals. Effective March 31, 1986, \$40. Effective March 31, 1987, \$52.

COMMUNICATION

Bell Canada, Quebec and Ontario - Communications and Electrical Workers (CLC) (operator services and dining service employees, and craft and service employees): Two 32-month renewal agreements effective from March 21, 1985* to November 24, 1987, with wages retroactive to November 25, 1984, for operator services and dining service employees, and effective from March 21, 1985 to November 30, 1987, with wages retroactive to December 1, 1984, for craft and services employees, covering 13,500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previous agreement for operator services and dining service employees expired November 24, 1984, and for craft and services employees, November 30, 1984.

Wages: Operator Services and Dining Service

Effective	<u>Nov. 25/84</u>	<u>June 1/85</u>
Increases	0 to 3%	
Additional Adjustments	Some job class adjustments	\$10 on operator top rates
<u>Weekly Rates</u>		
Dining Service Attendant	\$273.63-\$321.95 (\$273.63-\$312.57)	\$273.63-\$321.95
Operator	\$292.16-\$421.77 (\$292.16-\$409.48)	\$292.16-\$431.77
Effective	<u>Nov. 25/85</u>	<u>Nov. 25/86</u>
Increases	0 to 3%	0 to 3%
Dining Service Attendant	\$273.63-\$331.61	\$273.63-\$341.56
Operator	\$292.16-\$444.72	\$292.16-\$458.07

Craft and Services

Effective	<u>Dec. 1/84</u>	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>
Increases	0 to 2%	0 to 2%	0 to 3%

Additional Adjustments	Some job class adjustments
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Weekly Rates

Wage	\$273.85-\$358.20	\$273.85-\$365.36	\$273.85-\$376.32
Schedule 6	(\$273.85-\$351.18)		
(Inquiry Desk			
Attendant)			

Wage	\$360.42-\$674.88	\$360.42-\$688.38	\$360.42-\$709.03
Schedule 1	(\$360.42-\$661.65)		
(includes			
Craft Technician)			

Cost of Living Allowance: Effective September 1, 1987, 1% per 1% increase in the Consumer Price Index - 1981=100, from the June 1986 index to the June 1987 index. Triggers at 4%. To be folded in on September 1, 1987. (Previously, 1% per 1% increase in the CPI - 1971=100, triggered at 11%. Formula did not trigger.)

Hours of Work (full-time): Craft and Service - Effective April 27, 1986, 38 (39) hours per week. Time worked in excess of basic weekly hours over an 8-week period will accumulate and be granted as compensating time off.

Operator Services and Dining Service - Effective September 14, 1986, 6 (6 1/2) hours for the late evening tour.

Lay-Off Allowance: 40% of regular weekly pay for full-time employees and 40% of average earnings for part-time employees payable for first 2 weeks of a temporary layoff not due to technological change (new). (Allowance based on 90% of earnings continues to be payable when U.I.C. benefits begin.)

Operator Services and Dining Service Employees

Tour Differential: 60¢-\$2.85 (55¢-\$2.75) per tour, depending on time tour ends.

Set Calls \$1 (50¢) per hour to operator assigned to set calls.
Premium:

Paid Maternity Leave (full-time):	Maximum wage-related benefit is \$73.50 (\$66) per week, payable for 15 weeks following a 2-week waiting period.
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Transfer Travel Allowance (new):	\$6.95 to \$9.05 per day, depending on additional distance travelled to work, up to 30 additional kilometres, plus 40¢ for each km. over 30, for employee transferred or reassigned due to technological change. Payable for 120 calendar days. Effective January 1, 1987, \$7.30 to \$13.70 per day, plus 42¢ for each km. over 30. Employee may opt for above allowance or be reimbursed for moving expenses, as previously.
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Craft and Services Employees

Off-Normal Tour Differential:	90¢-\$3.50 (90¢-\$3.20) per hour worked, depending on number of hours worked in the short tour, for employee scheduled to work 30 or more hours per week.
Change of Schedule Premium (new):	Time and one-half for all hours worked on newly scheduled day if less than 7 days' notice given.
Travel Allowance:	Effective January 1, 1987, \$7.30-\$13.70 (\$6.95-\$13.05) per day, depending on additional distance travelled beyond reporting locality, up to 30 km. plus 42¢ (40¢) for each km. over 30.
	<u>Meal Allowance</u> - Effective January 1, 1987, \$31.25 (\$29.75) per day if employee is away for a full calendar day; or \$6.30 (\$6) for breakfast, \$8.40 (\$8) for lunch, and \$16.55 (\$15.75) for dinner if employee is away for less than a full calendar day.
Safety Footwear Allowance:	\$15 (\$12) per year for overshoes, \$75 (\$65) per year for safety boots and \$45 (\$35) per year for safety shoes.
Northern Allowance:	In localities north of the 55th parallel of latitude - Single or Family Plan, \$130 (\$125) per week; Local Plan, \$60 (\$55) per week. In localities south of the 55th parallel - \$115 (\$110) and \$50 (\$45) respectively.
Technological Change:	Employee with minimum 6 months of service, who is transferred due to technological change to a lower paid classification, will receive a lump sum payment equal to the difference between the 2 job rates for a period of 6 (3) months.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Ottawa - Employees' Association (Ind.) (full-time and part-time office, clerical, maintenance, plant operations and transportation employees): A 24-month renewal agreement and a 24-month first agreement, both effective from January 1, 1985 to December 31, 1986, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 6/85</u>	<u>Jan. 1/86</u>
General Increases		5%	4.5%
<u>Maintenance Unit</u>			
<u>Annual Rates</u>			
Caretaker I (35 hours per week)		\$15,541-\$17,444 (\$14,801-\$16,613)*	\$16,240-\$18,229
Carpenter (40 hours per week)		\$24,831-\$27,902 (\$23,649-\$26,573)	\$25,948-\$29,158

* Previous rates reflect modification of Caretaker classifications and salaries in February 1985.

Maximum rates are reached after 3 annual increases. (Previously, Caretaker I reached maximum after 4 annual increases.)

Paid Vacation: Effective January 1, 1986, 3 weeks and 3 days after 8 years of service (new), 4 weeks after 9 (10) years, 4 weeks and 1 day after 13 (15) years, 4 weeks and 2 days after 14 (16) years, 4 weeks and 3 days after 15 (17) years, 4 weeks and 4 days after 16 (18) years, and 5 weeks after 17 (19) years.

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time custodial, maintenance, cafeteria employees and drivers): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 375 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Oct. 1/85</u>
	General Increases	35¢	22¢
	Cafeteria Assistant	\$7.70 (\$7.35)	\$7.92
	General Labour	\$9.87 (\$9.52)	\$10.09
	Custodian 0-1 year	\$10.18-\$10.69 (\$9.83-\$10.34)	\$10.40-\$10.91
	Plumber	\$13.06 (\$12.71)	\$13.28
	Effective	<u>Apr. 1/86</u>	<u>Oct. 1/86</u>
	General Increases	37¢	23¢
	Cafeteria Assistant	\$8.29	\$8.52
	General Labour	\$10.46	\$10.69
	Custodian 0-1 year	\$10.77-\$11.28	\$11.00-\$11.51
	Plumber	\$13.65	\$13.88

Shift Premium: Effective May 1, 1985, 0-36¢-40¢ (0-32¢-35¢). Effective April 1, 1986, 0-39¢-43¢.

Paid Vacation: Effective July 1, 1986, 5 weeks after 19 (20) years of service.

Health and Welfare: Dental Plan - Effective May 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1986, the 1985 O.D.A. fee schedule.

Durham Board of Education at Oshawa - Ontario Secondary School Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,122 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	4.639% except 7.917% for Principal of Cartwright High School
	Teacher-Category I	\$21,534-\$35,690 (\$20,579-\$34,108)
	Teacher-Category IV	\$25,179-\$44,550 (\$24,063-\$42,575)
	Vice-Principal 0-3 years	\$47,524-\$51,524 (\$45,417-\$49,240)
	<u>Principal</u>	
	Cartwright High School	\$51,524 (\$47,744)
	Other Schools 0-3 years	\$54,143-\$59,184 (\$51,743-\$56,560)

Responsibility Increased by 2% except the special education allowance which
Allowances: remains at \$420 per year.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board at
Kingston - Ontario English Catholic Teachers' Association and
Association des Enseignants Franco-Ontariens (Ind.): A 24-month
renewal agreement effective from September 1, 1984 to August 31,
1986, covering 243 employees, settled at the post fact finder
bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Increases	5% to Categories D, C, and B; 4% to Categories A1 to A4	0.5% to Categories A1 to A4
	Teacher-Category D 0-6 years	\$15,865-\$23,018 (\$15,110-\$21,922)	\$15,865-\$23,018
	Teacher-Category A1 0-11 years	\$20,345-\$34,334 (\$19,563-\$33,013)	\$20,447-\$34,505
	Teacher-Category A4 0-12 years	\$24,342-\$43,327 (\$23,406-\$40,699)	\$24,463-\$42,539

	Effective	Sept. 1/85
Increase		5% to Categories D, C, and B; 4.35% to Categories A1 to A4
Teacher-Category D		\$16,658-\$24,169
Teacher-Category A1		\$21,336-\$36,006
Teacher-Category A4		\$25,528-\$44,389
Responsibility Allowances:	Increased by 4%. Effective January 1, 1985, increased by 0.5%. Effective September 1, 1985, increased by 4.35%.	
Health and Welfare:	<u>Life Insurance</u> - Benefit is 2 1/2 times salary or \$70,000, whichever is greater. (Previously, \$70,000.)	
	<u>Dental Plan</u> - Effective in each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule.	

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
General Increases		4%	4%
Skilled Trades Adjustment		\$500 per year	\$500 per year
<u>Full-Time Employees</u>			
Bus Driver		\$9.53 (\$9.16)	\$9.91
<u>Annual Rates</u>			
Labourer		\$20,854-\$21,107 (\$20,052-\$20,295)	\$21,688-\$21,951
Caretaker		\$21,679-\$21,948 (\$20,845-\$21,104)	\$22,546-\$22,826
Master Mechanic		\$25,236-\$25,522 (\$23,785-\$24,060)	\$26,745-\$27,043
Maximum rates are reached after 1 year.			

ereavement
leave: 2 days' paid leave to attend funeral of son-in-law and daughter-in-law (new).

Health and
Welfare
(full-time): Life Insurance - Effective May 1, 1985, benefit is 2 (1 1/2) times annual salary rounded to the next higher \$1,000.

Dental Plan - Effective May 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective in 1986, the 1985 O.D.A. fee schedule.

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian Union of Public Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages: Effective Jan. 1/85 Jan. 1/86

General Increases 4% 4%

Bi-weekly Rates
(35 hours per week)

Level 2 (includes Mail Clerk)	\$532.88-\$626.84 (\$512.38-\$602.73)	\$554.20-\$651.91
Level 10 (Assessment Counsellor- Psychometrist)	\$991.54-\$1,309.33 (\$953.40-\$1,258.97)	\$1,031.20-\$1,361.70

Maximum rate for Mail Clerk is reached after 3 annual increases and for Assessment Counsellor-Psychometrist, after 5 annual increases.

Health and
Welfare: Life Insurance for Retirees - Paid-up policy of \$2,000 (\$1,500) for employees retiring under O.M.E.R.S.

Long Term Disability Plan (new) - Effective July 1, 1985, benefit is 60% of salary to a maximum of \$2,500 per month. Employer pays 50% of the premium costs. Effective July 1, 1986, 75%.

Dental Plan - Effective in April 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective in 1986, the 1985 O.D.A. fee schedule.

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 5,500 employees, settled with mediation assistance. Duration of negotiations - 14 1/2 months.

Wages: Effective Sept. 1/84 May 15/85

General Increases 3.5% 0.6% non-compounded

Effective	<u>Sept. 1/84</u>	<u>May 15/85</u>
Teacher-Category D 0-7 years	\$14,519-\$24,668 (\$14,028-\$23,834)	\$14,603-\$24,811
Teacher-Category A1 0-10 years	\$20,451-\$35,125 (\$19,759-\$33,937)	\$20,569-\$35,328
Teacher-Category A4 0-10 years	\$24,510-\$43,867 (\$23,681-\$42,384)	\$24,652-\$44,122
<u>Vice-Principal*</u>		
Levels 4 and 5	\$40,514-\$41,818 (\$39,144-\$40,404)	\$40,749-\$42,061
Level 6	\$44,646-\$45,950 (\$43,136-\$44,396)	\$44,905-\$46,217
Level 7	\$46,850-\$48,154 (\$45,266-\$46,526)	\$47,122-\$48,434

* 4 increments to maximum. \$900 less for each year of experience less than 10 years of total teaching and vice-principal experience. Vice-principal without a recognized university degree, \$2,300 less than scale for Levels 4 and 5.

Principal
0-5 years

"A" School	\$46,093-\$50,441 (\$44,534-\$48,734)	\$46,360-\$50,732
"B" School	\$48,320-\$52,668 (\$46,686-\$50,886)	\$48,600-\$52,972
"C" School	\$49,815-\$54,163 (\$48,130-\$52,330)	\$50,103-\$54,475

Head Teacher Allowance:	\$300 per year to head teacher acting for absent principal in school without a vice-principal.
Hours of Work:	Employer allocates \$636,000 to hire supervisors for 30 minutes per day in schools with the Heritage Language Programme. (Previously, teachers supervised.)
Health and Welfare:	Dental Plan - Effective June 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.
Monthly Car Expense Allowance:	Increased by 5%.
Staffing:	29 additional teachers for special education and instruction programs.

Niagara South Board of Education at Welland - Local 468, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 402 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4.5%	4.3%
	Wage Level 7 (Cleaner)	\$7.93 (\$7.59)	\$8.27
	Wage Level 1 (Electrician)	\$12.41 (\$11.88)	\$12.94

Shift Premium: 0-25¢-30¢ (0-24¢-29¢).

Security Check Premium: 2 hours at straight time rate (\$10 per day) for building and security checks on weekends and holidays.

Health and Welfare: Dental Plan - Effective in each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule.

Vision Care - Effective January 1, 1986, maximum claim is \$100 (\$80) every 2 years.

License Allowance (new): Employee reimbursed for renewal of trades license when required by employer.

Inclement Weather Pay: Employee receives full wages when regular shift is cancelled, to a maximum of 3 (2) shifts per calendar year.

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 623 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/84	Jan. 14/85
	General Increases	3%	1.4%
	Teacher-Category D 0-6 years	\$17,347-\$21,828 (\$16,842-\$21,192)	\$17,583-\$22,124
	Teacher-Category A1 0-11 years	\$21,803-\$34,623 (\$21,168-\$33,615)	\$22,099-\$35,094
	Teacher-Category A4 0-11 years	\$25,118-\$43,606 (\$24,386-\$42,336)	\$25,459-\$44,199

	Effective	<u>Sept. 1/84</u>	<u>Jan. 14/85</u>
	<u>Principal</u> 0-2 years		
	B School - fewer than 9 teachers	\$46,396-\$48,127 (\$45,045-\$46,725)	\$47,027-\$48,781
	A School - 9 or more teachers	\$48,127-\$50,290 (\$46,725-\$48,825)	\$48,781-\$50,973
Responsibility Allowances:	Increased by 3%. Effective January 14, 1985, increased by 1.4%. Educational Co-ordinator - \$51,046 (new). Effective January 14, 1985, \$51,741.		
Educational Development Fund:	\$26,000 (\$24,150).		

Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 445 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

	Effective	<u>Sept. 1/84</u>	<u>Jan. 28/85</u>
Wages:	General Increases	3%	1.4%
	Teacher-Category I 0-11 years	\$21,803-\$34,623 (\$21,168-\$33,615)	\$22,099-\$35,094
	Teacher-Category IV 0-12 years	\$25,118-\$43,606 (\$24,386-\$42,336)	\$25,459-\$44,199
	Vice-Principal 0-2 years	\$48,884-\$51,046 (\$47,460-\$49,560)	\$49,548-\$51,741
	Principal 0-2 years	\$56,184-\$58,888 (\$54,548-\$57,173)	\$56,948-\$59,689
Responsibility Allowances:	Consultant	\$3,617 (new)	
	Major Head	\$3,300 (\$3,182)	
	Assistant to the Head	\$1,500 (\$1,470)	
Educational Development Fund:	\$26,000 (\$24,150).		

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 410 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

ages:	Effective	<u>Sept. 1/84</u>	<u>May 8/85</u>
	General Increases	2.5%	3%
	Teacher-Level D 0-7 years	\$15,655-\$21,430 (\$15,272-\$20,918)	\$16,125-\$22,075
	Teacher-Level A1 0-10 years*	\$19,800-\$33,220 (\$19,316-\$32,427)	\$20,394-\$34,214
	Teacher-Level A4 0-12 years	\$23,670-\$41,550 (\$23,091-\$40,549)	\$24,380-\$42,800

Effective	<u>June 28/85</u>	<u>Sept. 1/85</u>
Increases	3% average	Wage Re-Opener

Teacher-Level D 0-7 years	\$16,645-\$22,805
Teacher-Level A1 0-10 years	\$20,620-\$35,120
Teacher-Level A4 0-12 years	\$24,505-\$44,545

* Maximum rates for Teacher-Levels B and A1 are reached after 10 (11) years, for Teacher-Level A2 after 10 (12) years, and for Teacher-Level A3 after 11 (12) years.

Responsibility Allowances:	Effective	<u>Sept. 1/84</u>	<u>Feb. 2/85</u>
	Principal	\$6,995 (\$6,661)	\$7,260
	Vice-Principal	\$2,085 (\$1,986)	\$2,165
	Assistant Consultant	\$1,475 (\$1,405)	\$1,531

Outer School Allowances: Increased by 9%.

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 380 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	4%
	Cleaner	\$7.39-\$7.88 (\$7.11-\$7.58)
	Electrician	\$11.11-\$11.49 (\$10.68-\$11.05)

Maximum rate for Cleaner is reached after 2 years and for Electrician, after 1 year.

Shift Premium:	0-21¢-25¢ (0-20¢-24¢).
Bus Driver Premium:	\$2.50 (\$2.40) per day for regular noon hour kindergarten run.
Responsibility Allowance:	34¢ (33¢) per hour to Chief Custodian, Lead Hand, or Custodian who is responsible for a school.
Certificate Allowance:	37¢ (36¢) per hour for Custodian with engineer's certificate.
Weekend and Holiday School Check Allowance:	Increased by 4%.
Safety Shoe Allowance (new):	\$50 every 2 years, pro-rated for part-time and temporary employees.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC)
(caretakers and maintenance employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 690 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	Caretaker-Matron	\$9.84 (\$9.29)
	Caretaker-Head Cleaner	\$11.65 (\$11.10)

Paid Vacation: 5 weeks after 17 (18) years of service.

Sick Leave (Occasional Maintenance Employees): Effective in the calendar year after completion of 200 worked days, 9% of days worked in the previous calendar year (new).

Health and Welfare: Dental Plan - Effective June 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Transportation Allowance: Effective May 1, 1985, \$1.42 (\$1.35) for each move between sites within the city and 14¢ (unchanged) per kilometre outside the city.

An additional allowance of 45¢ (40¢) per move when transporting tools, equipment, or material of the employer, or 4¢ (unchanged) per kilometre outside the city.

Wentworth County Board of Education at Ancaster - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):

A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 540 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/84	Jan. 1/85
	Increases	2%, except 3% for Teacher Level 6	1.96%, except no increase for Teacher-Levels 6 and 7 at 12 and 13 years
	Teacher-Level 1 0-6 years	\$14,349-\$21,466 (\$14,067.90-\$21,045.15)	\$14,631-\$21,887
	Teacher-Level 4 0-10 years	\$20,083-\$34,070 (\$19,688.55-\$33,401.55)	\$20,477-\$34,738
	Teacher-Level 7 0-13 years	\$24,241-\$45,323 (\$23,765.70-\$43,918.35)	\$24,717-\$45,323
	Effective	Sept. 1/85	Jan. 1/86
	Increases	2%, 3.2% for Teacher-Levels 6 and 7 at 12 years	1.96%, except no increase for Teacher-Levels 6 and 7 at 12 years
	Teacher-Level 1 0-6 years	\$14,924-\$22,325	\$15,216-\$22,762
	Teacher-Level 4 0-10 years	\$20,887-\$35,433	\$21,296-\$36,128
	Teacher-Level 7 0-12 years*	\$25,211-\$46,773	\$25,706-\$46,773

* Effective September 1, 1985, maximum rate for Teacher-Level 7 is reached after 12 (13) years.

Responsibility Allowances: Increased by 3%. Effective September 1, 1985, increased by 3%.

Graduate Degree Allowances: Increased by 3%.

Health and Welfare: Dental Plan - Coverage is based on the current year's (1982) Ontario Dental Association fee schedule.

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens

(Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 825 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases	6.07%*	3%
	Teacher-Category D 0-6 years	\$15,844-\$24,226 (\$14,937-\$22,838)	\$16,319-\$24,953
	Teacher-Category A1 0-11 years	\$21,024-\$37,193 (\$19,820-\$35,063)	\$21,655-\$38,309
	Teacher-Category A4 0-12 years	\$24,572-\$44,396 (\$23,164-\$41,853)	\$25,309-\$45,728

* As a result of the restoration of the original 1983-84 salary grid, reported on page 355 of the June 1983 Report.

Employees whose merit increases were withheld under the \$35,000 provision of the Inflation Restraint Act, 1982, move to the salary level appropriate for their length of service.

Lump Sum Payment: \$100 per employee, payable on the last pay cheque of this agreement.

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 5-month renewal agreement effective from April 3, 1985 to August 31, 1985, with wages retroactive to September 1, 1984, covering 1,100 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teaching Assistantship (undergraduate)	\$6.44 (\$6.13)
	Teaching Assistantship or Research Assistantship (graduate or qualifying year)	\$21.01 (\$20.01)

HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC) (full-time service, maintenance and paramedical employees): A 12-month renewal agreement effective from September 29, 1984 to September 28, 1985, covering 417 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 29/84</u>
	General Increase	5%
	Aide	\$9.182-\$9.308 (\$8.745-\$8.865)

Effective	<u>Sept. 29/84</u>
R.N.A.	\$10.259-\$10.431 (\$9.770-\$9.934)
Journeyman Electrician	\$12.609-\$12.872 (\$12.009-\$12.259)

Maximum rates are reached after 1 year.

Lead Hand
Premium: 28¢ (14¢) per hour.

St. Joseph's Hospital at Hamilton and 39 other hospitals, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (paramedical employees): Forty-one 24-month renewal agreements effective from January 1, 1984 to December 31, 1985, covering 2,134 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	4.8%	4%
	Additional Adjustments		Registered Technologist I to V and Radiologi- cal, Laboratory, Respiratory, and Nuclear Medicine Technologists rates adjusted upwards to make RT 1 start rate equal Registered Nurse start rate

St. Joseph's Hospital,
Hamilton

Monthly Rates
(37.5 hours per week)

Non-Registered Laboratory Technologist I 0-2 years	\$1,592-\$1,656 (\$1,519-\$1,580)	\$1,655-\$1,722
Registered Laboratory Technologist I 0-4 years	\$2,091-\$2,316 (\$1,995-\$2,210)	\$2,283-\$2,529
Registered Laboratory Technologist IV 0-4 years	\$2,468-\$2,749 (\$2,355-\$2,623)	\$2,695-\$3,002

The following changes are effective April 17, 1985.

Shift Premium:	0-45¢-45¢ (0-35¢-35¢).
Standby Pay:	\$2 (\$1.75) per hour with a minimum \$5 (\$4) for each tour of standby if called in to work.
Paid Vacation:	Registered Technologist I and higher classifications - 4 weeks after 3 (4) years of service and 5 weeks after 18 (20) years. Classifications below Registered Technologist I - 3 weeks after 2 (3) years of service, 4 weeks after 10 years (unchanged), and 5 weeks after 18 (20) years.
Jury and Witness Duty Leave:	Employee receives equivalent time off with pay when required, on scheduled day off or vacation, to attend court or coroner's inquest (new).
Central Negotiating Committee:	Maximum 7 (5) employees paid at regular rate for negotiating meetings prior to conciliation.
Mileage Allowance:	25¢ per mile to a maximum \$10 for employee reporting to or off work between midnight and 6 a.m. (Previously, no standardized provision.)

St. Thomas-Elgin General Hospital at St. Thomas - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service and maintenance employees): Two 24-month renewal agreements effective from January 19, 1984 to January 18, 1986, covering 469 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	Jan. 19/84	Jan. 19/85	Apr. 9/85
General Increases		5%	4.5%	
Additional Adjustment				25¢ for R.N.A.
General Kitchen Help		\$8.776-\$8.898 (\$8.358-\$8.474)	\$9.171-\$9.298	\$9.171-\$9.298
R.N.A.		\$9.834-\$10.011 (\$9.366-\$9.534)	\$10.277-\$10.461	\$10.527-\$10.711
Electrician		\$11.301-\$11.478 (\$10.763-\$10.931)	\$11.810-\$11.995	\$11.810-\$11.995

Maximum rate for General Kitchen Help is reached after 12 months, for R.N.A. after 18 months, and for Electrician after 6 months.

Part-time employees receive 12% of wages in lieu of fringe benefits (unchanged).

Shift Premium:	35¢ (28¢) per hour when the majority of the shift hours are between 3:00 p.m. and 8 a.m. (3:30 p.m. and 8 a.m.). Effective January 18, 1985, 40¢.
Note: The following changes are effective April 9, 1985, unless stated otherwise.	
Responsibility Premium:	10% of employee's wage rate for all hours relieving in a supervisory position, subject to a minimum 1/2 shift worked continuously in the supervisory position. (Previously, \$3 per shift for employee assigned responsibility for work outside the bargaining unit for a minimum 1/2 shift.)
Pay for Work on Paid Holiday (part-time):	2 1/2 (1 1/2) times regular straight time rate for all hours worked.
Paid Vacation (full-time):	Effective in 1985, 3 weeks after 1 (3) years of service.
Vacation Pay (part-time):	Effective January 19, 1985, 6% of earnings after 1 calendar year of employment, 8% after 10 calendar years, and 10% after 20 calendar years. (Previously, 6% of earnings after 4,950 hours worked, 8% after 16,500 hours worked, and 10% after 33,000 hours worked.)
Bereavement Leave:	1 paid day to attend funeral of sister-, brother-, daughter- and son-in-law (new).
Paid Maternity Leave (full-time) (new):	Maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, paid after a 2-week waiting period.
Health and Welfare: (full-time):	<u>Semi-Private Hospitalization</u> - Employer pays 75% (50%) of premium costs. <u>Vision Care (new)</u> - Maximum claim is \$60 every 24 months. <u>Hearing Aid (new)</u> - Maximum lifetime claim is \$300.
Meal Allowance:	\$5 after 2 hours of overtime when working in the operating room (new). <u>Driver-Attendant</u> - \$4 when required to be away during normal meal hours. (Previously, only applied when required to travel 100 or more miles from the city and during normal meal hours.)
Contracting Out Clause:	No contracting out of work usually performed by members of the bargaining unit if it would result in the lay-off of any employee other than casual or part-time employees. (Previously, no contracting out with the objective of effecting a layoff or reducing the regular hourly rate of any employee in the bargaining unit.)

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A
12-month renewal agreement effective from January 1, 1985 to
December 31, 1985, covering 210 employees, settled at the
bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/85
	General Increase	3.5%
	<u>Annual Rates</u>	
	Child Care Worker 1	\$16,860-\$21,160
	0-4 years	(\$16,290-\$20,450)
	Social Worker V	\$27,645-\$34,745
	0-4 years	(\$26,710-\$33,570)
Night Duty Pay:	\$52.65 (\$49.65) for first call on weeknights and for first and second calls on weekends. \$30.05 (\$28.35) for second call on weeknights.	
Health and Welfare:	Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Enrolment in plan is mandatory unless covered by spouse's plan. (Previously, optional.)	
Car Insurance Subsidy:	Effective May 1, 1985, employer contributes \$8 (\$6) per month towards car insurance, when vehicle is used for work-related travel.	
Mileage Allowance:	26¢-16.1¢ (25¢-15.5¢) per kilometre, depending on distance driven.	

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province-wide
- Local 528, Service Employees International (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1985 to
December 31, 1985, covering 250 employees, settled at the
bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/85	July 1/85	Dec. 1/85
	Increases: Per Day			
	Seniority Employees	\$2.50	20¢	15¢
	Non-Seniority Employees	50¢		
	<u>Toronto Daily Rates</u>			
	Messenger Bettor	\$60.35 (\$57.85)	\$60.55	\$60.70
	Terminal Operator	\$77.75 (\$75.25)	\$77.95	\$78.10

Health and
Welfare
(Seniority
Employees):

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Pension Plan:

Employee and employer each contribute 5% (4%) of gross wages.

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations), province-wide - Local 528, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/85</u>
	Increase: Per Day	
	Seniority Employees	\$2.50
	Non-Seniority Employees	50¢

Toronto Daily Rates

Messenger Bettor	\$58.52 (\$56.02)
Terminal Operator	\$78.10 (\$75.60)

Health and
Welfare
(Seniority
Employees):

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Pension Plan:

Employee and employer each contribute 5% (4%) of gross wages.

Ontario Jockey Club, Woodbine and Greenwood Race Tracks at Toronto, Mohawk Race Track at Campbellville and Fort Erie Race Track - Local 75, Hotel Employees (AFL-CIO/CLC) (food service employees): A 24-month renewal agreement effective from January 24, 1985 to January 23, 1987, covering 329 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 20/85</u>	<u>Jan. 24/86</u>
	Increases	20¢-30¢	17¢-30¢
	Waitress - Dining Room	\$5.20 (\$5.00)	\$5.37
	I Cook	\$10.35 (\$10.10)	\$10.57

Lump Sum Payment: In lieu of retroactivity, employee receives a lump sum payment based on the increase in the hourly rate for the employee's classification effective April 20, 1985, for all hours worked from January 24, 1985 to April 19, 1985.

Acting Pay: \$20 per day in addition to regular wages for a Cook assigned to replace a Kitchen Chef at the Kitchen Chef's normal working place during live racing only (new).

Reporting Pay: Minimum 6 (4) hours' pay for eligible full-time employee reporting for work on a regular scheduled shift and starting time, who is sent home before completion of the shift.

Health and Welfare: OHIP - Effective January 24, 1986, employer's maximum contribution for eligible employees is \$30.65 for single coverage and \$61.30 for family coverage. (Previously, employer paid 100% of premium costs, with no maximum.)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, CANDU Operations at Mississauga, Ont. and Montreal Que. - Engineers Assn. (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 493 Ontario employees, settled during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/85	July 1/85	Jan. 1/86
	General	2.5%	0.5%	3.5%*
	Increases			
	<u>Annual Rates</u>			
	PG1 (Engineer)	\$25,420-\$30,780 (\$24,800-\$30,030)	\$25,550-\$30,930	\$26,440-\$32,010
	PG6 (Specialist/ Internal Consultant)	\$56,890-\$62,210 (\$55,500-\$60,690)	\$57,170-\$62,520	\$59,170-\$64,710

Maximum rates are reached on merit.

* A further increase is conditional on the weighted mean wage increases for designated engineers as determined by the Pay Research Bureau AUTOCODS data, as follows: 1% per 1% above the engineers average wage increase from March 1985 to March 1986, triggered at 4%.

Merit Fund: 2% (3%) of annual payroll.

Hours of Work: Effective October 1, 1985, 37 1/2 (36 1/4) per week.

Health and Welfare: Life Insurance - Employer pays 100% (75%) of premium cost.

Medical-Hospital Allowance - Employer pays equivalent of the prevailing O.H.I.P. premiums after deductions for the Extended Health Care Plan. (Previously, employer paid a portion of the premium costs.)

Dental Plan - Effective April 1, 1985, 60%-40% (50%-50%) co-insurance. Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule. Effective April 1, 1986, the 1986 O.D.A. fee schedule.

Termination Pay: Effective in 1985 and 1986 only, employees terminated due to lay-off receive 1/2 day's pay per month of service to a maximum of 25 days and 1 day's pay per month of service after age 45 to a maximum of 65 days (new), in addition to the current provisions.

Travel Allowance: For assignments outside of regular hours, maximum 7 (6) hours per day at regular rate to the nearest 1/2 hour for work in excess of 1 1/2 hours per day.

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 377 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/85</u>	<u>Apr. 1/86</u>	<u>July 1/86</u>
Average Increases		3%	1.5%	1.5%
Labourer		\$10.10-\$10.22 (\$9.90)	\$10.25-\$10.39	\$10.41-\$10.55
Process Operator		\$13.87-\$14.00 (\$13.60)	\$14.08-\$14.21	\$14.29-\$14.42

Maximum rates are reached after 6 months (new).

Shift Premium: 0-36¢-44¢ (0-34¢-42¢). Effective April 1, 1986, 0-38¢-46¢.

Weekend Premium: 47¢ (45¢) per scheduled hour worked on Saturday and \$1.14 (\$1.12) per scheduled hour worked on Sunday. Effective April 1, 1986, 49¢ and \$1.16 respectively.

Retirement Payment: 90% (85%) of one week's pay per year of service to a maximum 30 weeks' pay. Effective April 1, 1986, 100%. Note: 100% also applicable in the first year of the contract for employees retiring at age 65 or as a result of disability.

PERSONAL SERVICES

V.I.P. Hotels Limited, C.O.B. as The Sutton Place Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1984* to March 31, 1987, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* The previous agreement was scheduled to expire on March 31, 1985, however, as the result of a wage reopener on April 1, 1984, the parties agreed to a new contract.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Nov. 1/84</u>	<u>Apr. 1/85</u>
Increases		15¢-30¢	9¢-20¢ for certain clas- sifications	10¢-45¢

Effective	<u>Apr. 1/84</u>	<u>Nov. 1/84</u>	<u>Apr. 1/85</u>
Waiter/Waitress	\$4.35 (\$4.20)	\$4.35	\$4.55
Chambermaid	\$5.80 (\$5.50)	\$6.00	\$6.20
Carpenter	\$9.79 (\$9.49)	\$9.79	\$10.24

Effective	<u>Nov. 1/85</u>	<u>Apr. 1/86</u>
Increases	10¢	23¢-57¢
Waiter/Waitress	\$4.65	\$4.86
Chambermaid	\$6.30	\$6.75
Carpenter	\$10.34	\$10.91

Start rates (new) - \$1.07 below job rate. Effective in the second year, \$1.14 below job rate. Effective in the third year, \$1.20 below job rate.

Health and Welfare: Employer Contribution - Effective November 1, 1984, 28¢ (25¢) per hour per regular full-time employee to the Local 75 Welfare Plan, including life insurance, A. D. & D., weekly indemnity, and supplementary health care. Effective November 1, 1985, 31¢.

Pension Plan (new): Effective April 1, 1986, employer and employee each contribute 5¢ per hour worked.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (commerce group employees):
A 24-month renewal agreement effective from December 22, 1984 to December 21, 1986, covering 2,105 Ontario employees, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>
	General Increases	3.3%	3.3%
	<u>Annual Rates</u>		
	CO-1	\$28,149-\$37,448	\$29,078-\$38,684
	0-7 years	(\$27,250-\$36,252)	
	CO-5	\$51,347-\$62,460	\$53,041-\$64,521
	0-5 years	(\$49,707-\$60,465)	

Recruitment Rate (Development Level): Frozen for the life of the agreement.

Holiday Pay (part-time) (new): 4% of all straight time hours during the period of part-time employment.

Paid Vacation: Effective May 1, 1985, 4 weeks after 8 (10) years of service.

Paid Maternity Leave (new): Effective April 26, 1985, 2 weeks at 93% of weekly rate, plus up to a maximum of 15 additional weeks at the difference between 93% of weekly rate and U.I.C. benefit.

Meal Allowance: Effective April 26, 1985, \$4.50 (\$4.00) after 3 hours of overtime and \$3.50 (\$3.00) after 4 more hours.

LOCAL ADMINISTRATION

London City Corporation - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 440 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	
	Jan. 1/85	Jan. 1/86
General Increases	4.6%	4.3%
Labourer	\$9.87-\$10.02 (\$9.44-\$9.57)	\$10.30-\$10.45
Mechanic "A"	\$12.43-\$12.55 (\$11.88-\$12.00)	\$12.96-\$13.09

Maximum rates are reached after 1 year.

Sick Leave (full-time): Effective October 1, 1985, automatic cumulative credit of 1 day per month of service for employees hired before February 1, 1985 and 1 day earned per complete month worked for employees hired on or after February 1, 1985. (Previously, 1 1/2 days per month of service, cumulative.) Employees hired on or after February 1, 1985 are not entitled to the sick leave gratuity payout provisions (new).

Health and Welfare: Weekly Indemnity (full-time) - Effective October 1, 1985, benefit is 60% (70%) of gross earnings for a maximum of 26 weeks, payable after 13 (30) days of illness or upon exhaustion of sick leave credits, whichever is later.

Long Term Disability Plan (full-time) (new) - Effective October 1, 1985, employer pays 100% of premium costs. Benefit is 65% of gross earnings to a maximum of \$2,000 per month to age 65, payable after 196 days of illness or upon exhaustion of accumulated sick leave credits and any weekly indemnity benefit, whichever is later.

Vision Care (new) - Effective June 1, 1985, employer pays 50% of premium costs. Maximum claim is \$100 every 36 months, with a 12-month prescription rider plus loss or breakage replacement up to the maximum dollar amount.

Meal Allowance: \$4 (\$3) after 10 consecutive hours worked.

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 202 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4.5%	4%
	Additional Adjustments		*
	<u>Annual Rates</u>		
	Constable 4th Class	\$23,636.16 (\$22,613.04)	\$24,575.76
	Constable 1st Class	\$34,410.24 (\$32,927.76)	\$35,788.32
	Staff Sergeant	\$39,651.12 (\$37,938.96)	\$41,238.00

* Salary for each classification to be increased by the difference between 1986 average salaries for like classifications at Police Forces in London, Metro Toronto, Hamilton-Wentworth, Peel and Waterloo Regions, should these average salaries exceed those paid at the Sudbury Region.

Shift Premium 0-15¢-30¢ (0-0-25¢).

Acting Pay: Employees assigned to Identification Branch receive Sergeant's Rate (new).

Paid Lunch Break: 60 (45) minutes. Where the requirements of service do not permit employee to take a lunch break, the employee is credited with 60 (45) minutes at straight time.

Health and Welfare: Vision Care - Maximum claim is \$125 (\$80) every 2 years.

Dental Plan - Effective in each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule.

Semi-Private Hospitalization - Coverage for future retirees, surviving spouse and dependent children is added to the Extended Health Care (new).

Clothing Allowance: Maximum \$125 per year for dry cleaning services, pro-rated for employees not employed a full calendar year (new).

Training Allowance: \$50 (\$40) per week.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 345 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

ages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	5%	5%
	Labourer	\$11.01 (\$10.49)	\$11.56
	Journeyman Plumber	\$13.87 (\$13.21)	\$14.56

Sick Leave: Sick leave credits accumulated up to December 31, 1984 may be paid out in days immediately prior to age 65 (unchanged) or immediately prior to the time at which age plus years of service equals 90 (new).

Health and Welfare: Long Term Disability - Benefit is 75% (65%) of regular straight time pay.

CONSTRUCTION

Humber Bay Construction Association, General Contractors Division - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase		\$1, except 50¢ for Labourer- Residential
	Labourer- Residential	\$16.79 (\$16.79)	\$17.29
	Labourer	\$17.28 (\$17.28)	\$18.28
	Operator- Pile Driver	\$18.49 (\$18.49)	\$19.49

Package rates shown include wages, vacation and holiday pay.

Association of Sewer, Watermain and Road Contractors at Hamilton, Areas 5 and 26 - Local 837, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 345 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases	56¢-\$1.12	55¢-\$1.10
	Additional Adjustment	Some classi- fication adjustments	

Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
<u>Tunnelling Operations</u>		
Labourer	\$16.99 (\$16.20)	\$18.09
Powder Man	\$18.20 (\$17.41)	\$19.30

Package rates shown include wages, vacation and holiday pay and employer's contributions to welfare and pension funds.

Welfare Fund:	Employer contributes \$1.50 (\$1.30) per hour worked.
Pension Fund:	Employer contributes 80¢ (60¢) per hour worked.
Training Fund:	Employer contributes 50¢ (20¢) per hour worked.
Travelling Time Allowance:	25¢ (20¢) per kilometre outside Hamilton city limits.

Addendum

February 1985 Settlement

WHOLESALE TRADE

National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Division and Cash and Carry Operations at various locations in Ontario and Hull, Quebec - Locals 91, 106, 419, 879 and 880, Teamsters (Ind.): Three 24-month renewal agreements effective from April 1, 1985 to March 31, 1987, covering 600 Ontario employees, settled at the bargaining stage in February, 1985. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	70¢	40¢
	<u>Warehouse and Transport Employees</u>		
	Warehouseman	\$13.90 (\$13.20)	\$14.30
	Truck Mechanic	\$15.05 (\$14.35)	\$15.45
	<u>Office Employees</u>		
	Printing Clerk	\$11.57 (\$10.87)	\$11.97
	Computer Operator	\$15.36 (\$14.66)	\$15.76

Mileage Rates - 32.64¢ (31.1¢) per mile for highway drivers on round trips in excess of 200 miles. Effective April 1, 1986, 33.53¢ per mile.

Shift Premium: Effective April 1, 1986, 0-35¢-40¢ (0-30¢-40¢).

Health and Life Insurance - Effective April 1, 1986, benefit is \$25,000 (\$20,000).

A. D. & D. - Effective April 1, 1986, benefit is \$20,000 (\$15,000).

Weekly Indemnity - Effective April 1, 1986, maximum benefit is \$375 (\$350) per week.

Long Term Disability - Effective April 1, 1986, maximum benefit is \$1,000 (\$900) per month.

Pension Plan: Basic Benefit - Effective September 1, 1986, \$25 (\$20) per month per year of service.

Tool Allowance: Maximum \$200 (\$150) per year for truck and maintenance mechanic.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MAY 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON WILLIAM WRYE
MINISTER

T.E. ARMSTRONG, Q.C.
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Nickel mining and refining. In late May, Inco Ltd. and the United Steelworkers settled for 7,300 employees at the company's operations in Sudbury and Port Colborne. The new agreements, which will run for 3 years ending May 31, 1988, provided no wage increases over the term of the agreements. Instead, job class increments were increased by one-half cent each year, and the employees could receive quarterly adjustments of 15-35 cents an hour if the average realized price of nickel reaches \$2.50 (U.S.) a pound. In addition, 97 cents of the \$2.51 cost-of-living adjustment paid under the previous agreements was incorporated into base wage rates, with the remaining \$1.54 to be folded in based on the average realized price of nickel. The cost-of-living clause was continued to provide quarterly adjustments at the existing rate of 1 cent an hour for each 0.35 point rise in the Consumer Price Index 1961=100.

Benefit changes included a two-stage increase in the pension rate to \$20 from \$17 a month for each year of service; an increase in the alternate formula benefit to \$1,285 a month from \$1,150 for employees aged 65 with 30 years of service, and \$950 from \$850 for employees with 30 years' service regardless of age; an increase in the life insurance coverage to \$15,000 from \$12,000; and an increase in the sickness and accident benefit to \$310 a week from \$290.

A new provision permits the employer to lay off workers in any part of the Sudbury operations for up to 4 months once during the term of the agreement, without regard to the district-wide seniority rules. In return, the affected employees will receive full benefits and pension coverage and unemployment supplement equal to 95 percent of their weekly after-tax pay inclusive of U.I.C. benefits. In another provision, a health and safety inspection programme will be carried out on a full-time basis by 12 employees at the Sudbury operations and one at the Port Colborne operations at the company's expense.

Construction. A settlement between the Boilermakers union and the Boilermaker Contractors Association concluded the 1984 round of bargaining in the institutional, commercial and industrial sector of the construction industry, and covered 1,700 employees. The settlement followed the pattern negotiated last year by other mechanical trades in the sector, providing for a package increase of 25 cents an hour on July 1, 1984 and 75 cents on July 1, 1985. Twenty cents was diverted to the health and welfare fund on February, and employer contribution to the administrative fund was increased on July 1, 1985 to 10 cents from 4 cents.

About 1,800 concrete forming workers were covered by a settlement between the Ontario Form Work Association and the Form Work Council comprising the Labourers and International Operating Engineers. Under the settlement equipment operators received a package increase of 60 cents on May 6, 1985 and 80 cents on May 1, 1986. In the first year package adjustments for labourers ranged from a cut of \$1.35 an hour for workers in London to increases of 54 to 58 cents for workers in other locations. However on

May 1, 1986, all labourers will receive increases ranging from 75-83 cents. An additional increase of \$1.45 was provided in three stages for form builders and layout men in Ottawa. Benefit changes included a 15-cent increase in employer contributions to the Operating Engineers welfare fund, 6-20 cents in the Labourers welfare fund, and 10-20 cents to the Labourers pension fund for its members in three locations.

In another settlement the Labourers and International Operating Engineers negotiated package increases of \$1.18-\$1.31 in three stages for 1,000 workers in the Toronto area employed by members of the Ontario Concrete and Drain Contractors Association. Benefit changes included: for labourers a 17-cent increase in employer contributions to welfare and 10 cents to pensions; and for equipment operators 15 cents to welfare and 7 cents to pensions.

About 1,200 labourers were covered by settlements of three major agreements in residential construction in the Toronto area. The settlements provided package increases of \$1.18 over the term of the agreements for workers on apartment building, \$1.21 for workers on low-rise forming, and \$2.92 to \$3.81 for workers on carpentry framing. Benefit changes included a 20-cent increase in employer contribution to welfare and 10 cents to pensions for workers on apartment building and low-rise forming; and 35 cents to pensions for workers in carpentry framing for the first time.

Carpenters on residential construction in the Toronto area also settled for a package increase of \$1.20 that included 25 cents in employer contribution to welfare.

In pipeline construction, 200 plumbers received no increases in the first year of a 2-year agreement. However, they will receive a package increase in the second year equal to the percentage increase in the Consumer Price Index between January and December 1985.

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FOOD AND BEVERAGE

Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. at Toronto - Local 743, Food and Commercial Workers (AFL-CIO/CLC): Two 22-month renewal agreements effective from January 1, 1985 to October 31, 1986, covering 480 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages: No increase in rates that were in effect at the expiry of the previous agreement.

Effective	<u>Jan. 1/85</u>
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Labourer (Class 7)	\$12.08
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Mechanic Class A	\$13.29
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Start rate (new) - Newly hired employees receive \$3.08 below job rate, progressing in 4 increments of 5% each and one final increment, to reach the job rate after 24 months.

Paid Rest Period: 15 (10) minutes for second rest period of shift.

Paid Vacation: Effective January 1, 1986, 4 weeks after 11 (12) years of service.

Health and Welfare: A. D. & D. (new) - Employer pays 100% of premium costs. Benefit is \$15,000.

Long Term Disability Plan (new) - Effective July 1, 1985, employer pays 100% of premium costs. Benefit is \$1,000 per month.

Dental Plan - Effective May 13, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule.

Tool Allowance: \$130 (\$112) per year for Class A and B employees; \$65 (\$56) per year for Class C employees.

Meal Allowance: \$3.75 (\$3.50). Effective January 1, 1986, \$4.

Safety Shoe Allowance: \$25 (\$20) twice per year. Effective January 1, 1986, \$30.

UNOX Inc., Shopsy's Foods Division, previously Shopsy's Foods Limited at Weston - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 15, 1985 to January 14, 1987, covering 200 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 15/85</u>	<u>Jan. 15/86</u>	<u>July 15/86</u>
	Increases	30¢ except 53¢ decrease to Ham Boner	20¢ except no increase to Ham Boner	10¢ except no increase to Ham Boner

Light General Labourer	\$11.62 (\$11.32)	\$11.82	\$11.92
Heavy General Labourer	\$11.82 (\$11.52)	\$12.02	\$12.12
Electrician	\$14.42 (\$14.12)	\$14.62	\$14.72

Start Rate - For employees hired after May 11, 1985, \$2 less than the job rate until January 15, 1986, at which time they will be paid \$1 less than the job rate. (Previously, 25¢ less than the job rate until completion of 30-working day probationary period.)

Bereavement Leave: 3 working (calendar) days' paid leave in the event of death of parent, spouse, child, brother or sister. 2 working (3 calendar) days' paid leave in the event of death of parent-in-law, grandparent, grandchild, brother-in-law or sister-in-law.

Health and Welfare: Life Insurance - Benefit is \$8,000 (\$6,000). Effective January 15, 1986, \$10,000.

Weekly Indemnity - Benefit is the U.I.C. maximum (\$230).

Vision Care - Maximum claim is \$70 (\$50) every 2 years.

Dental Plan - Employer pays 16¢ (10¢) per hour to the Dental Benefit Trust Fund.

Safety Shoe Allowance: Maximum \$55 (\$50) per year.

Laura Secord Limited/Limitee at Toronto - Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 515 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/85	Apr. 1/86
General Increases		50¢	46¢
Additional Adjustments		46¢ for 2nd Class Station- ary Engineer, 15¢-32¢ for certain other classifications	25¢ for 2nd Class Station- ary Engineer, 25¢-26¢ for certain other classifications
Group 1 (includes General Helper)		\$8.37 (\$7.87)	\$8.83
Group 5 (includes Tractor Trailer Driver)		\$12.00 (\$11.50)	\$12.46
Stationary Engineer 2nd Class		\$14.96 (\$14.00)	\$15.67

Note: Seasonal employees receive 75¢ (50¢) less than the job rate. Effective April 1, 1986, 96¢ less.

Health and
Welfare:

Life Insurance - Benefit is \$15,000 (\$12,000).

Weekly Indemnity - Benefits payable on a 1-1-4-70 (1-1-4-52) basis, with the second 15 weeks covered by U.I.C. (Previously, not integrated with U.I.C.)

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1986, Blue Cross riders 1, 2 and 4 are added (new), with 50%-50% co-insurance to a maximum \$1,000 per year. Employer pays 75% of premium costs.

Continuation of Benefits - Employer pays premiums for a maximum of 70 (52) weeks, for employee absent due to sickness or accident.

Note: Employer will continue to pay 100% of premium costs up to a maximum of 125% of the 1985 premium costs for each benefit. Employee will pay any additional costs.

Pension Plan:

Basic Benefit - Effective April 1, 1986, 35% (33 1/3%) payout of total employee contributions of career average earnings.

General Foods Inc. at Cobourg - Local 1230, Food and Commercial Workers (AFL-CIO/CLC) (production and laboratory employees): Two 36-month renewal agreements effective from May 19, 1985 to May 21, 1988, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 19/85	May 18/86	May 17/87
General Increases		50¢	50¢	50¢
Additional Adjustments		5¢ for Groups III and IV	5¢ for Group IV	10¢ for Group IV
Skilled Trades Adjustment		5¢-30¢ for certain classifications		
Other Adjustments		Some classification adjustments		
Group I (includes General Labour)		\$12.28 (\$11.78)	\$12.78	\$13.28
Engineer 2nd Class		\$14.43 (\$13.63)	\$14.93	\$15.43

Start Rate For Temporary Employees (new) - 80% of General Labour rate and limited to 50 employees.

Shift Premium:	0-40¢-40¢ (0-35¢-35¢). 53¢ per hour for Boiler Room Engineer working 12 hour shift (new).
Extra Skills and Trade Premiums (new):	The rate schedule is based on a tradesman possessing qualifications for 1 trade and 2 skills. An additional 75¢ per hour is paid for each extra trade and 25¢ per hour for each additional skill above the norm.
Bereavement Leave:	5 (3) days' paid leave in the event of death of spouse or dependent child. 1 (3) days' paid leave for parent-in-law, grandparent-in-law, brother-in-law, sister-in-law and any relative residing permanently with the employee. 1 day's paid leave for son-in-law and daughter-in-law (new).
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective June 1, 1985, benefit is \$43,000 (\$40,000) with employee paying part of premium costs. Effective June 1, 1986, \$45,000. <u>Dental Plan</u> - Dental care necessitated by accidents continues without a time limit. (Previously, maximum 1 year.) Effective January 1, 1986, Blue Cross Rider #9 is added. Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Effective June 1, 1985, \$24 (\$22) per month per year of service. Effective June 1, 1986, \$26. Effective June 1, 1987, \$28. <u>Supplemental Benefit</u> - Effective June 1, 1987, \$10 (\$8) per month per year of service to a maximum of 30 years.
Minimum Hours Guarantee:	Eliminated. (Previously, eligible employee was guaranteed a minimum of 400 to 2,080 hours of work per year, depending on years of service. Employee received either work or pay in lieu.)
Job Security (new):	No lay-off due to business fluctuations during the term of this agreement.

TOBACCO PRODUCTS

Rothmans of Pall Mall Canada Limited at Toronto - Local 319T, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 21, 1984 to December 20, 1986, covering 286 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 21/84</u>	<u>Dec. 21/85</u>
General Increases		7%	7%
Group 1 (includes General Rework)		\$12.05 (\$11.26)	\$12.89
Electrician		\$20.47 (\$19.13)	\$21.90

Shift Premium: 0-45¢-50¢ (0-40¢-45¢) for production workers and 75¢ (70¢) night shift premium for non-production workers.

Paid Vacation: 6 weeks after 20 (25) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$22,500).
Vision Care - Maximum claim is \$100 (\$75) every 2 years.
Dental Plan - Orthodontic coverage with a maximum lifetime claim of \$2,000 per child is added (new).

RUBBER AND PLASTICS PRODUCTS

Beckers Lay-Tech Inc. at Kitchener - Local 67, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1985 to April 14, 1988, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 14/85</u>	<u>Apr. 13/86</u>	<u>Apr. 12/87</u>
	General Increases	36¢	26¢	26¢
	COLA Fold-in	\$1.17		
	Additional Adjustments	10¢ to Maintenance, Tooling, Truck Driver and Lead Hand	10¢ to Maintenance, Tooling and Truck Driver; 5¢ to Lead Hand	5¢ to Maintenance, Tooling and Lead Hand
	Labour	\$9.43 (\$7.90)	\$9.69	\$9.95
	Electronics Electrician	\$12.08 (\$10.45)	\$12.44	\$12.75

Cost of Living Allowance: 1¢ per full 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for February, March and April 1985 as the base. (Basic formula is unchanged.) Effective in the second year, 1¢ per full 0.28 point increase in the C.P.I. Effective in the third year, 1¢ per full 0.26 point increase in the C.P.I. Adjusted quarterly and folded into wages annually on April 20, 1986, April 19, 1987 and January 24, 1988.

Shift Premium: 0-27¢-32¢ (0-25¢-30¢). Effective April 13, 1986, 0-29¢-34¢. Effective April 12, 1987, 0-31¢-36¢.

Paid Vacation: 4 weeks after 12 (13) years of service.

Vacation Pay: Minimum \$276 (\$210) per week for employee with 1 or more years of service who was absent for a portion of the preceding vacation year due to illness, injury or pregnancy.

Crown Witness Leave (new): Employee receives the difference between average straight time earnings and fees received.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$16,000 (\$13,000).
A. D. & D. benefit extended to include loss of limb use
(previously, loss only).

Transition Survivor Income Benefit (new) - Effective April 12,
1987, maximum \$300 per month for 24 months or until there are no
longer any eligible survivors.

Bridge Survivor Income Benefit (new) - Effective April 12, 1986,
\$300 per month to employee's spouse if spouse was aged 46 or more
at time of employee's death, commencing after all transition
survivor income benefit payments are paid.

Weekly Indemnity - Maximum benefit is \$276 (\$210) per week.

Vision Care - Maximum claim is \$125 (\$80) every 2 years.

Hearing Aid (new) - Maximum claim is \$400 every 60 consecutive
months.

Dental Plan - Effective June 1, 1985, coverage is based on the
1984 (1982) Ontario Dental Association fee schedule. Effective
June 1, 1986, the 1986 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$10.75 per month per year of service for current
retirees and \$13 per month per year of service for employees
retiring between April 15, 1985 and April 14, 1988. (Previously,
earnings-related benefit plan.)

Supplemental Benefit - \$9.25 (\$8.25) per month per year of
service to a maximum 30 (25) years, for employees retiring
early.

Union Leave
(new):

Employer pays Local Union President for 50% of hours spent in
administration of the collective agreement, to a maximum 20 hours
per week, at highest skilled trade rate or at employee's average
hourly earnings, whichever is greater.

Negotiating
Committee
Leave (new):

Employer pays each negotiating committee member participating in
direct bargaining meetings a maximum 8 hours' pay per day.

Safety Shoe
Allowance
(new):

Employer pays once a year 50% of the cost of 2 pairs for Cement
House and Compounding Department employees, and 1 pair for all
other employees.

CLOTHING

Dylex Limited, Weston Apparel Manufacturing Company Division at Toronto - Clothing
and Textile Workers (AFL-CIO/CLC): A 30 1/2-month renewal
agreement effective from May 10, 1985* to November 30, 1987,
covering 500 employees, settled at the conciliation officer's
stage. Duration of negotiations - 5 1/2 months.

* Previous agreement expired November 30, 1984.

Wages:	Effective	<u>May 10/85</u>	<u>May 10/86</u>	<u>May 10/87</u>
	General Increases	5%	1.5%	5%
	Sample rates are not available.			
Health and Welfare:	Employer contribution of 5.5% of wages earned to the Union Benefit Fund suspended for the months of May 1985 through October 1985.			
Retirement Fund (new):	<u>Employer Contribution</u> - Effective May 10, 1986, 3.5% of wages earned.			

PRIMARY METAL

Rio Algom Limited, Atlas Specialty Steels Division, previously Atlas Steels Division, at Welland - Canadian Steelworkers (Ind.) (production and maintenance employees): A 36-month renewal agreement effective from February 17, 1985 to February 16, 1988, covering 1,176 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 17/85</u>	<u>Feb. 17/86</u>	<u>Feb. 17/87</u>
	COLA Fold-in	31¢		
	Job Class 3 (includes Labourer)	\$12.654 (\$12.344)	\$12.654	\$12.654
	Job Class 22 (includes Electrician)	\$16.207 (\$15.897)	\$16.207	\$16.207
	Job Class 25 (includes Press Smith)	\$16.768 (\$16.458)	\$16.768	\$16.768

Previous rates reflect COLA fold-ins of 65¢ on February 17, 1983 and 44¢ on February 17, 1984.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. 11 quarterly payments beginning May 1985, using the January 1985 index as the base. (Basic formula is unchanged. Previously, annual fold-ins, and a one-time 1¢ COLA diversion to fund the paid union educational leave program.)

Economic Supplement Plan: 29.9¢ to 52.4¢ per hour worked, depending on classification, paid quarterly (unchanged.)

Health and Welfare: Long Term Disability - Effective February 17, 1987, benefit is \$500 (\$450) per month.

Dental Plan - Effective in 1986, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective in 1987, the 1984 O.D.A. fee schedule. Effective in 1988, the 1985 O.D.A. fee schedule.

Redlaw Industries Inc., Otaco Division at Orillia - Local 4657, United Steelworkers (AFL-CIO/CLC) (production, maintenance and service employees): A 24-month renewal agreement effective from March 27, 1985 to March 26, 1987, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 27/85</u>	<u>Mar. 27/86</u>
	General Increases	4.5%	4.5%
	Additional Adjustments	Some job class adjustments	
	Labourer	\$8.96 (\$8.57)	\$9.36
	Tool and Die Maker (Trade Certificate)	\$11.70 (\$11.20)	\$12.23
Shift Premium:	0-20¢-25¢ (0-17¢-20¢). Effective March 27, 1985, 0-25¢-30¢.		
Paid Vacation:	4 weeks after 13 (14) years of service and 5 weeks after 23 (25) years of service. Effective March 27, 1986, 5 weeks after 20 years.		
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective March 27, 1986, the 1985 O.D.A. fee schedule.		
Pension Plan (new):	<u>Employer Contribution</u> - Effective March 1, 1986, 10¢ per hour. No decision on the plan type.		
Safety Shoe Allowance (new):	\$25 per year.		

CAE Webster Limited, previously Webster Mfg. (London) Limited, at London - Local 49, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8, 1985 to May 7, 1988, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 8/85</u>	<u>May 8/86</u>	<u>Nov. 8/86</u>
	COLA Fold-in	50¢	34¢	
	General Increases	35¢	20¢	15¢
	Class 2 (includes Machine Operator)	\$9.95 (\$9.10)	\$10.49	\$10.64
	Class 9 (includes Master Tool, Die and Moldmaker)	\$13.48 (\$12.63)	\$14.02	\$14.17

Effective	<u>May 8/87</u>	<u>Nov. 8/87</u>
General Increases	20¢	10¢
Class 2	\$10.84	\$10.94
Class 9	\$14.37	\$14.47

Cost of Living Allowance: 84¢ COLA was generated under the previous agreement. 50¢ COLA is folded into wages May 8, 1985, and the remaining 34¢ is folded in May 8, 1986.

1¢ per 0.15 point change in the Consumer Price Index - 1981=100, using the March 1985 index as the base. Adjusted monthly. (Previously, 1¢ per 0.4 point change in the CPI - 1971=100.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,500 (\$10,000). Effective May 8, 1986, \$12,500. Effective May 8, 1987, \$13,500.

Dental Plan - Relining, rebasing and repairing services are added (new). Coverage is updated annually to the previous year's (1982) Ontario Dental Association fee schedule.

Drug Plan - 35¢ deductible per prescription. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Hearing Aid (new) - Effective July 1, 1985, employer pays 100% of premium costs.

Safety Prescription Glasses: \$100 (\$25) upon proof of purchase.

Safety Shoe Allowance: Maximum \$80 (\$60) per year for 3 designated categories and \$60 (\$40) per year for all others. Effective May 8, 1986, \$90 and \$70 respectively.

MACHINERY

Canadian Timken Limited at St. Thomas - Local 4906, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 12, 1985* to May 12, 1988, covering 320 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired April 18, 1985.

Wages:	Effective	<u>May 12/85</u>	<u>May 11/86</u>	<u>May 10/87</u>
	General Increases	20¢	20¢	20¢
	COLA Fold-in	40¢	40¢	45¢
	Classification Adjustments	1¢-19¢		

	<u>May 12/85</u>	<u>May 11/86</u>	<u>May 10/87</u>
Utility Inspector	\$7.375 (\$6.765)	\$7.975	\$8.625
Electrician	\$10.040-\$10.245 (\$9.280-\$9.485)	\$10.640-\$10.845	\$11.290-\$11.495

Maximum rate for Utility Inspector is reached after 3 months and for Electrician after 2 years.

Cost of Living Allowance: \$2.28 COLA float was generated under the previous agreement; foldins of 40¢, 40¢ and 45¢ in May 1985, 1986 and 1987 respectively, and \$1.03 continues to float.

1¢ per 0.4 point change in the Consumer Price Index - 1971=100, using the January 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-24¢-26¢ (0-23¢-25¢). Effective May 11, 1986, 0-25¢-27¢.

Sunday Premium: \$2.50 (\$2.00) per hour.

Paid Vacation: Effective May 1, 1986, 3 weeks after 5 (6) years of service, 4 weeks after 14 (15) years and 5 weeks after 25 (26) years.

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1985, benefit is \$14,000 (\$12,000) for up to 5 years of service and \$16,000 (\$14,000) for between 5 and 10 years.

Weekly Indemnity - Effective June 1, 1986, maximum benefit is \$220 (\$200) per week. Effective June 1, 1987, \$240.

Semi-Private Hospitalization - Effective January 1, 1986, deductibles eliminated. (Previously, \$10 and \$20 deductibles for single and family coverage respectively.)

Pension Plan: Basic Benefit - Effective January 1, 1986, \$13 (\$12) per month per year of service. Effective January 1, 1988, \$14.

Timberjack Inc., previously Eaton Yale Limited, Timberjack Division at Woodstock - Local 246, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1985 to April 1, 1988, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
General Increases		30¢	30¢	25¢
Grade 2 (includes Labourer)		\$12.17-\$12.27 (\$11.87-\$11.97)	\$12.47-\$12.57	\$12.72-\$12.82
Grade 11 (includes Electrician)		\$13.52-\$13.62 (\$13.22-\$13.32)	\$13.82-\$13.92	\$14.07-\$14.17

Maximum rates are reached after 6 months.

Paid Holidays:	Effective April 1, 1987, employee's birthday is added for a total of 15 (14) days.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse's grandparent (new).
Health and Welfare:	<u>Life Insurance and A. D. & D. - Benefit is \$16,000 (\$14,000).</u> Effective April 1, 1986, \$18,000. Effective April 1, 1987, \$20,000. <u>Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).</u> Effective April 1, 1986, \$3,500. Effective April 1, 1987, \$4,000. <u>Long Term Disability Plan (new) - Effective April 1, 1986,</u> benefit is \$125 per week. Effective April 1, 1987, \$250. <u>Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective April 1, 1986, orthodontic services added with a lifetime maximum benefit of \$1,000 (\$500).</u> Effective April 1, 1987, the 1986 O.D.A. fee schedule.
First Aid Premium:	25¢ (10¢) per hour to designated employees holding a St. John's Ambulance Brigade certificate.
Safety Shoe Allowance:	Employer contributes 50% towards cost up to a maximum \$60 (\$50) for painters and \$50 (\$40) for all other employees.

TRANSPORTATION EQUIPMENT

Motor Wheel Corporation of Canada Limited at Chatham - Local 127, Auto Workers (CLC):
A 36-month renewal agreement effective from May 8, 1985 to May 8, 1988, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 8/85</u>	<u>May 8/86</u>	<u>May 8/87</u>
COLA Fold-in		\$1.40		
General Increases		30¢	25¢	25¢
Skilled Trades Adjustment		15¢		
Additional Adjustment		10¢ to set-up employees		
Material Handler		\$12.73 (\$11.03)	\$12.98	\$13.23
Stationary Engineer - 2nd Class		\$15.63 (\$13.78)	\$15.88	\$16.13

Cost of Living Allowance: \$1.53 COLA was generated under the previous agreement. \$1.40 COLA is folded in and 13¢ COLA float continues.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the March 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 4 weeks at 8% or 160 hours' straight time pay, whichever is greater, after 10 years (unchanged); 4 weeks at 9% or 160 hours, whichever is greater, after 15 years (new); and 5 weeks at 10% or 160 hours, whichever is greater, after 20 years (new).

Bereavement Leave: 3 (1) days' paid leave at straight time rate plus COLA upon death of grandparent.

Health and Welfare: Life Insurance - Benefit is \$16,000 (\$15,000). Effective May 8, 1986, \$17,000. Effective May 8, 1987, \$18,000.

Life Insurance for Retirees (new) - Benefit is \$1,000.

A. D. & D. - Benefit is \$12,000 (\$10,000). Effective May 8, 1986, \$13,000. Effective May 8, 1987, \$15,000.

Weekly Indemnity - Benefit is payable from the first (eighth) day of out-patient surgery.

Long Term Disability - Maximum benefit is \$850 (\$650) per month, less pension and W.C.B. benefit offsets.

Vision Care - Maximum claim is \$90 (\$70) every 24 months.

Hearing Aid (new) - Employer pays 100% of premium cost. Maximum claim is \$200 every 3 years.

Dental Plan - Plan is extended to include orthodontics to a maximum lifetime claim of \$800 and dentures to a maximum annual claim of \$1,000, both with 50%-50% co-insurance. Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Transition Benefit (new) - \$200 per month for surviving spouse or \$225 per month for surviving spouse with dependent children or for surviving children only, payable for a maximum of 24 months.

Pension Plan: Basic Benefit - \$15 (\$12.50) per month per year of service to a maximum of 30 years. Effective May 8, 1986, \$16. Effective May 8, 1987, \$17.

Current Retirees - Benefit is increased by \$1.50 per month per year of service.

Vesting - After 10 years of service, regardless of age (previously, at age 40).

Supplemental Unemployment Benefit Plan: Benefit - Payable beginning second (third) week of layoff.

Funding - Maximum \$750 (\$550) per employee.

Safety Shoe Allowance: \$30 (\$20) per year.

Highway Driver Allowances: Meal Allowances - Increased by 10%.

Overnight Allowance - \$15 (\$10) per night.

ELECTRICAL PRODUCTS

Camco Inc. at Hamilton - Local 550, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 23, 1985 to April 22, 1987, covering 1,200 employees, settled at the post mediation bargaining stage after a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 23/85</u>	<u>Oct. 23/85</u>
	General Increases	25¢	10¢
	Labour Grade 1 (includes Labourer)	\$10.597 (\$10.347)	\$10.697
	Labour Grade 14 (includes Tool and Die Maker)	\$13.335-\$13.588 (\$12.085-\$13.338)	\$13.435-\$13.688
	Effective	<u>Jan. 20/86</u>	<u>Apr. 23/86</u>
	General Increases	10¢	15¢
	Labour Grade 1	\$10.797	\$10.947
	Labour Grade 14	\$13.535-\$13.788	\$13.685-\$13.938

Previous rates reflect 22¢ COLA fold-in.

Maximum rate for Labour Grade 14 is reached after 6 months.

Cost of Living Allowance: Effective in the second year, 3 quarterly adjustments of 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100, using the March 1986 index as the base. (Basic formula is unchanged.)

Shift Premium: 0-44¢-44¢ (0-40¢-40¢).

Reporting Pay: Minimum 6 (4) hours' pay at straight time rate.

Bereavement Leave: Up to 3 (1) days' paid leave upon death of grandchild.

Health and Welfare: Life Insurance - Benefit is \$18,000 (\$17,000). Effective April 23, 1986, \$19,000.

A. D. & D. - Effective April 23, 1986, benefit is \$16,000 (\$15,000).

Weekly Indemnity - Benefit is payable from first (fifth) day for out-patient surgery.

Dental Plan - Maximum annual claim is \$1,000 (\$750) per employee and each dependent. Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 23, 1986, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service. Effective April 23, 1986, \$15.50.

Bridging Benefit - \$12 (\$11) per month per year of service.
Maximum 30 years (new), except for current employees with more than 30 years of service. Effective April 23, 1986, \$13.

Safety Shoe Allowance: \$40 (\$35) per year.

Safety Prescription Glasses: Replacement glasses once every 2 years to allow prescription changes (new).

Philips Electronics Ltd at Scarborough - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 320 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/85	Apr. 1/86
	General Increases	5%	4%
	Labour Grade 2 (includes Assembler II)	\$8.21-\$8.38 (\$7.82-\$7.98)	\$8.54-\$8.72
	Labour Grade 14 (includes Maintenance Electrician)	\$12.83-\$13.20 (\$12.22-\$12.57)	\$13.34-\$13.73
	Maximum rate for Assembler II is reached after 3 months and for Maintenance Electrician after 9 months.		
Shift Premium:	0-42¢-47¢ (0-35¢-40¢). Effective April 1, 1986, 0-44¢-49¢.		
Health and Welfare:	Dental Plan - Effective May 15, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 1, 1986, the 1984 O.D.A. fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$7.50 (\$7) per month per year of service to a maximum 30 years. Effective April 1, 1986, \$8.		
Prescription Safety Glasses:	Employer pays full cost of lenses and frames once every 24 (30) months.		

Microtel Limited, previously AEL Microtel Limited, at Brockville - Local 526, Communications and Electrical Workers (CLC)*: A 24-month renewal agreement effective from May 12, 1985 to May 11, 1987, covering 648 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previously, Electrical Workers (IUE) (CLC).

Wages:	Effective	May 12/85	May 12/86
	General Increases	1.86%	2.1%
	Skilled Trades Adjustments	2%	2%

	<u>May 12/85</u>	<u>May 12/86</u>
Labour Grade A (includes Assembler)	\$10.02-\$10.55 (\$9.84-\$10.36)	\$10.23-\$10.77
Labour Grade L (includes Tool and Die Maker)	\$13.11-\$13.80 (\$12.62-\$13.28)	\$13.65-\$14.37

Maximum rates are reached after a maximum period of 18 months by increments of at least 5¢ per hour every 4 months.

Paid Vacation: 4 weeks after 10 (12) years of service, 5 weeks after 18 (22) years.

Health and Welfare: OHIP - Employer pays \$29.75 (\$28.35) per month for single coverage and \$59.50 (\$56.70) per month for family coverage. Effective May 12, 1986, \$33 and \$66 respectively.

Semi-Private Hospitalization and Extended Health Care - Employer pays \$11.67 (\$8.64) per month for single coverage and \$34.08 (\$25.25) per month for family coverage. Effective May 12, 1986, \$13 and \$36 respectively.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective May 12, 1986, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$17 (\$15) per month per year of service. Effective May 12, 1986, \$19.

Safety Shoe Allowance: Maximum \$30 (\$24) per pair for 2 pairs annually or 50% of cost, whichever is less. Effective May 12, 1986, \$32.

Prescription Safety Glasses: \$24 (\$20.50) per year. Effective May 12, 1986, \$26.

Meal Allowance: \$3 (\$2) meal ticket after 1 hour of overtime.

Canadian General Electric Company Limited at Peterborough - Local 599, Communications and Electrical Workers* (CLC) (salaried employees): A 24-month renewal agreement effective from March 5, 1985 to March 4, 1987, covering 370 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

* Previously, Electrical Workers (IUE) (CLC).

Wages:	<u>Effective</u>	<u>Mar. 5/85</u>	<u>Sept. 2/85</u>	<u>Mar. 3/86</u>
COLA Fold-in		\$9.20 per week		
Increases		\$5.60-\$16.40 per week	\$4 per week	\$1.60-\$11.20 per week
<u>Weekly Rates</u>				
Clerical Grade 5 (Clerk Typist)		\$398.20 (\$381.00)**	\$402.20	\$406.20

	<u>Mar. 5/85</u>	<u>Sept. 2/85</u>	<u>Mar. 3/86</u>
Senior Engineering	\$609.71	\$613.71	\$624.91
Assistant I	(\$584.11)		

** Previous rates for Clerical Grades 1 to 6 were reduced by \$48.20 to \$8.30 on March 5, 1985 for employees newly hired or who transfer at their own request to those grades. Incumbents receive the March 5, 1985 COLA fold-in and wage increase applied to the unreduced rates, and are then red circled until the job rate reaches their paid rate.

Lump Sum Payments: Clerical Grades 1 to 6 - Current employees will receive three lump sum payments of \$100 each on September 2, 1985, March 3, 1986, and September 1, 1986.

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100 between August 1985 and November 1985, to be folded into wages March 5, 1986. Three further quarterly adjustments between February 1986 and November 1986. (Basic formula is unchanged.)

Beveavement Leave: Son-in-law, daughter-in-law and grandchild are added to the provision for 3 days' paid leave (new).

Health and Welfare: Life Insurance for Retirees - For new employees hired on or after June 1, 1986, 1 (2) times earnings.

A. D. & D. - Benefit is \$20,000 (\$10,000) for loss of one limb or eye and \$40,000 (\$20,000) for loss of more than one limb and/or eye.

O.H.I.P. - Premium assistance for employee laid off after age 55 with 10 years of service to continue to age 60 (new).

Major Medical - Effective January 1, 1985, maximum reimbursement for services of osteopath, chiropractor, naturopath and podiatrist, including x-rays, \$200 (\$175) per year. Drug plan coverage revised according to Ontario Pharmacists' Association Plan Z. Effective January 1, 1986, orthopaedic shoes coverage to a maximum \$50 per person per year (new).

Dental Plan - Effective in 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Maximum annual claim is \$1,000 (\$750). Effective in 1986, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1985, past service benefit formula updated to 3-year average earnings for 1981 to 1983 (1979 to 1981). Future service benefit for January 1, 1984 onwards is 1% times actual earnings.

Early Retirement Bridging Supplement - Effective January 1, 1985, \$10 (\$9) per month per year of service to a maximum of \$300 per month. Effective January 1, 1986, \$11 to a maximum of \$330 per month.

Income Extension Aid: \$276 (\$231) per week in case of layoff due to lack of work and if employees's U.I.C. benefits are discontinued during the initial 52 weeks of layoff.

Job Security (new): Up to 4 weeks of training for eligible employees displaced due to lack of work.

NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready Mix Companies at Ottawa - Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1985 to February 28, 1987, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/85</u>	<u>Mar. 1/86</u>
	General Increases	70¢	70¢
	<u>Denis Brisbois</u> <u>Concrete Ltd.</u>		
	Labourer	\$14.33 (\$13.63)	\$15.03
	Mechanic Class A	\$14.78 (\$14.08)	\$15.48

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1985 to February 28, 1988, covering 318 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 6/85</u>	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
	General Increases	50¢	45¢	40¢
	Skilled Trades Adjustment	20¢		
	Additional Adjustments	Some equity adjustments		
	Serviceman	\$10.42 (\$9.92)	\$10.87	\$11.27
	Electrician	\$13.32 (\$12.62)	\$13.77	\$14.17

Lump Sum Settlement Payment: \$580 per employee.

Cost of Living Allowance: Effective March 1, 1987, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the February 1987 index as the base. Triggers at 6.25% and capped at 20¢. (Previously, inoperative.)

Shift Premium: Effective March 1, 1987, 0-32¢-38¢ (0-30¢-35¢).

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$14,000). Effective March 1, 1986, \$16,000. Effective March 1, 1987, \$17,000.

Dental Plan - Plan is extended to include dentures. Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective March 1, 1986, the 1985 O.D.A. fee schedule. Effective March 1, 1987, the 1986 O.D.A. fee schedule.

Vision Care - Maximum claim is \$100 (\$90) every 24 months.

Pension Plan: Basic Benefit - Effective March 1, 1985, \$11 (\$10) per month per year of service. Effective March 1, 1986, \$12. Effective March 1, 1987, \$13.

Meal Allowance: \$3.75 (\$3.25). Effective March 1, 1986, \$4. Effective March 1, 1987, \$4.25.

Safety Shoe Allowance: \$40 (\$35) for the first pair and \$20 (\$17.50) for the second pair per year. Effective March 1, 1987, \$45 and \$22.50 respectively.

North American Plastics Company Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from May 14, 1985 to May 13, 1988, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 14/85	May 14/86	May 14/87
General Increases		45¢	30¢	20¢
Additional Adjustments		9¢-42¢ for certain classifications		
Assembler		\$9.00 (\$8.44)	\$9.30	\$9.50
Electrician A		\$12.34 (\$11.89)	\$12.64	\$12.84

Start Rate (production employees) - 85% of job rate, progressing to the job rate in three equal 6-month increments. (Previously, 15¢ less than job rate during the 90 calendar day probationary period.)

Paid Vacation: 4 weeks after 15 years of service (new).

Bereavement Leave: Up to 3 days' paid leave upon death of grandparent and grandchild of employee or employee's spouse (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective May 14, 1986, benefit is \$9,000 (\$7,500). Effective May 14, 1987, \$10,000.

Drug Plan - 35¢ deductible per prescription and co-insurance eliminated. (Previously, no deductible and 90%-10% co-insurance.)

Dental Plan (new) - Effective November 1, 1986, employer pays 100% of premium cost of Blue Cross Plan #7. Coverage is based on the previous year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Coverage includes past service benefit of 15 (5) years. Effective May 14, 1986, \$4 (\$3) per month per year of service. Effective May 14, 1987, \$5.

MINES

Inco Limited, Ontario Division at Port Colborne and Sudbury - Locals 6200 and 6500, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from June 1, 1985 to May 31, 1988, covering 7,300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/85</u>	<u>June 1/86</u>	<u>June 1/87</u>
COLA Fold-in		97¢		
Job Class Increment		18¢ (17.5¢)	18.5¢	19¢
Job Step 2 (Labourer)		\$10.37 (\$9.395)	\$10.375	\$10.38
Job Step 19 (Electrician 1st Class)		\$13.43 (\$12.37)	\$13.52	\$13.61

Cost of Living Allowance: \$2.51 COLA float was generated under previous agreements. Effective June 1, 1985, 97¢ COLA folded in and \$1.54 continues to float. If the average realized price of nickel reaches \$2.50, \$2.70, and \$2.90 U.S., an additional 50¢, 50¢ and 54¢ respectively will be folded into wage rates. If the selling price triggers are not met, any outstanding balance of the \$1.54 float will be folded in May 31, 1988.

1¢ per 0.35 point change in the Consumer Price Index - 1961=100. Adjusted quarterly. (Basic formula is unchanged.)

Nickel Price Bonus: 15¢, 25¢, or 35¢ per hour worked during each quarter in which the average realized price of nickel is \$2.50, \$2.70, and \$2.90 U.S. or more respectively. (Previously, bonus of 25¢ per hour was to be paid after the company sold 394 million pounds of nickel in any 12-month period at \$3.20 U.S. per pound. Formula did not trigger.)

Shift Premium: 0-30¢-35¢ (0-20¢-25¢).

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$12,000).

Weekly Indemnity - Effective June 1, 1986, benefit is \$300 (\$290) per week. Effective June 1, 1987, \$310.

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$19 (\$17) per month per year of service.
Effective June 1, 1987, \$20.

Alternate Monthly Benefit - \$1,285 (\$1,150) for employee aged 65 with 30 years of service. Minimum \$950 (\$850) for employee with 30 years of service regardless of age. Effective June 1, 1987, \$1,350 and \$1,000 respectively. Minimum alternate monthly benefit also applies to employees who retired under the special early retirement incentive program in 1984 and to retirements effective June 1, 1985.

Short-term Shutdown Protection Plan (new): During the term of the agreement, the Company may shut down any part of operations for up to 4 months and disregard district-wide seniority. Affected employee to receive full benefit and pension coverage and 95% of weekly after-tax pay inclusive of U.I.C. benefits, less \$7.50 for work-related expenses not incurred.

Health and Safety Inspectors (new): 12 full-time employees from Local 6500 and 1 full-time employee from Local 6200 will receive full pay for carrying out responsibilities in the area of health and safety.

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Employees (CLC) (full-time and part-time sales department employees): A 24-month renewal agreement effective from October 1, 1984* to September 30, 1986, covering 885 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

* Previous agreement expired September 26, 1984.

Wages:	Effective	<u>June 1/85</u>	<u>Oct. 1/85</u>
	General Increase		4%
	<u>Weekly Rates</u>		
	Passenger Agent and Communications Agent	\$245.20**-\$529.26 (\$297.17-\$529.26)	\$255.01-\$550.95

** Applies only to newly hired employees.

Maximum rates are reached in 9 (8) increments over 4 1/2 (4) years.

Lump Sum Payment: \$1,000 for full-time employees, \$500 for part-time employees.

Health and Welfare: Vision Care - Maximum claim is \$75 (\$60) every 2 years.

Dental Plan - Part-time employees are included (new).

Pension Plan: Part-time employees are included (new).

Early Retirement (new) - Effective not later than June 30, 1985, incentive programmes to be offered to employees. (No further details.)

Part-time Positions Limit: Part-time employee ratio of total work force increased to 30% (20%). Effective April 1, 1986, 35%. Part-time limits can be exceeded when handling contracts of other airlines.

Relocation Expenses: Employer pays 100% (50%) of expenses of employee who choses to relocate as a result of staff reductions.

Termination Payment: Employee who is laid off and elects to terminate employment receives 2 weeks' pay per year of service to a maximum of 52 (26) weeks' pay.

COMMUNICATION

CFTO-TV Limited at Toronto - Local 79, Broadcast Employees (NABET) (CLC) (technical, production, news and office divisions): A 36-month renewal agreement effective from December 31, 1985 to January 3, 1988, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 31/84</u>	<u>Dec. 30/85</u>	<u>Dec. 29/86</u>
	General Increases	5%	3%	3%
	Additional Adjustments	Wage Sche- dule Re- structured		
	<u>Weekly Rates</u>			
	<u>Technical Division</u>			
	Group 1 (includes Cableman)	\$310-\$352 (\$295-\$334)	\$319.20-\$362.40	\$328.80-\$373.20
	Group 912 (Senior VTR Editor)	\$911	\$935.60	\$960.80

Maximum rate for Cableman is reached after 18 months.

Effective June 3, 1985, the \$50 per week premium paid to Senior Maintenance and Supervising Maintenance Technicians and the \$100 per week premium for VTR Production and Senior Production Editors will be folded into salaries.

Bargaining Unit Jurisdiction: Restrictions requiring independent producers to hire bargaining unit employees are eliminated (new).

Hours of Work: 8 hours per day, 40 hours per week (unchanged) or 10 hours per day, 40 hours per week (new).

Overtime Pay: Double time for all hours worked on third consecutive scheduled day off in compressed work week (new). Unscheduled overtime eliminated (new).

Standby Pay: \$20 (\$15) for Schedulers assigned to evening standby and \$40 (\$30) for standby on a scheduled day off. \$15 (\$10) for Transmitter Technician on evening standby.

Call-Back Pay:	Double time for all hours worked with a minimum of 4 hours' pay. (Previously, straight time for a minimum of 3 hours including payment for the intervening hours.)
Responsibility Pay:	\$12 (\$11) per tour for employee temporarily assigned to a higher classification.
Replacement Pay:	\$75 (\$50) per show for replacing the Anchorperson of evening news programmes.
Health and Welfare:	<u>Vision Care (new)</u> - Effective September 1, 1985, employer pays 50% of premium costs. Comprehensive plan covers eye examinations and lenses. Maximum claim for frames is \$50 every 24 months. <u>Dental Plan</u> - Comprehensive coverage is extended to cover all divisions. (Previously, comprehensive coverage for Technical Division only).
Meal Allowance:	Effective January 1, 1986, \$9 (\$8) for second and subsequent meal.
Per Diem Allowance:	Effective January 1, 1986, \$45 (\$42). Allowance to be reduced for each meal supplied (new).
Mileage Allowance:	Effective January 1, 1986, 45¢ (40¢) per mile or 28¢ (25¢) per kilometre.
Tool Allowance:	\$60 (\$50) for Maintenance Mechanic and Bench Carpenter, \$30 (\$25) for Staging Carpenters and Property Men, twice per year.
Clothing Allowance:	\$30 (\$25) twice per year for Painters.

Northern Telephone Limited, northern Ontario - Local C-6, Communications and Electrical Workers (CLC) (plant and office employees): A 36-month renewal agreement effective from March 1, 1985, to February 29, 1988, covering 227 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/85</u>	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
	General Increases	3.5%	4%	4%
	<u>Weekly Rates</u>			
	Clerk 2 (37.5 hours per week)	\$274.79-\$335.10 (\$265.50-\$323.77)	\$285.78-\$348.51	\$297.22-\$362.45
	Plant Step 3 (Labourer) (40 hours per week)	\$387.49 (\$374.39)	\$402.99	\$419.11
	Plant Class 1 (includes Cable Splicer) (40 hours per week)	\$624.24 (\$603.14)	\$649.21	\$675.18

Maximum rate for Clerk 2 is reached after six 6-month increases.

Cost of Living Allowance:	Effective January 1, 1988, 1% per 1% increase in the Consumer Price Index - 1971=100, comparing the November 1987 index to the November 1986 index. Triggers at 5%. (Previously, COLA clause was discontinued.)
Shift Premium:	Plant - \$2.40 (\$2.15) per shift for 4 but less than 6 hours worked in the off-normal period, \$3.50 (\$3.20) for 6 or more such hours.
Health and Welfare:	<u>Vision Care (new)</u> - Effective January 1, 1987, employer pays 100% of premium costs. Maximum claim for employee and dependents is \$100 every 24 months. Dental Plan - Effective January 1, 1986, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1984 O.D.A. fee schedule.
Pension Plan:	<u>Funding</u> - Effective January 1, 1987, employee contributes 3.4% (3.2%) of basic pay up to the Yearly Maximum Pensionable Earnings (Y.M.P.E.) and 5% of basic pay above Y.M.P.E. Basic Benefit - Effective January 1, 1987, 1.75% (1.5%) based on the best 5 years average earnings.
Safety Shoe Allowance:	\$75 (\$65) maximum for 1 pair of safety boots per calendar year, \$45 (\$35) maximum for safety shoes, \$15 (\$12) maximum for overshoes to fit safety shoes or boots.
Lay-off Allowance Plan (new):	Employee on lay-off receives up to 90% of regular pay, less U.I.C. benefits, for 5 weeks after 3 years of service, with 1 additional week's allowance for each additional year of service up to 15 years and two additional weeks' allowance per year of service over 15 years.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
General Increases		4.3%	3.8%
Groundman		\$11.42-\$12.41 (\$10.95-\$11.90)	\$11.85-\$12.88
Lineman 1st Class		\$16.72 (\$16.03)	\$17.36
<u>Office Employees</u>			
<u>Weekly Rates</u> (36 1/4 hours per week)			
Grade 1 (including General Clerk III)		\$272.49-\$290.83 (\$261.26-\$278.84)	\$282.84-\$301.88

July 1/85

July 1/86

Grade 9 (Engineering Technician)	\$577.62-\$673.89 (\$553.81-\$646.11)	\$599.57-\$699.50
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Maximum rate for Groundman is reached after 12 months, for General Clerk III after 1 year, and for Engineering Technician after 3 years.

Health and Welfare:

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1986 O.D.A. fee schedule.

WHOLESALE TRADE

Ontario Produce Company, Oshawa Foods Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.) (full-time and part-time employees): A 24-month renewal agreement effective from March 10, 1985 to March 9, 1987, covering 530 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 10/85</u>	<u>Mar. 9/86</u>
	General Increases	90¢	45¢
	Packager	\$13.07-\$14.85 (\$12.17-\$13.95)	\$13.52-\$15.30
	Driver/Selector	\$15.72 (\$14.82)	\$16.17
	Maintenance Mechanic	\$16.12 (\$15.22)	\$16.57

Maximum rate for Packager is reached after 3 annual increases.

Shift Premium: 0-55¢-60¢ (0-45¢-50¢). Effective March 9, 1986, 0-60¢-65¢.

Dental Plan - Effective March 9, 1986, maximum lifetime orthodontic benefit is \$1,250 (\$1,000). Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

RETAIL TRADE

Zehrmart Limited, Zehrs Markets Division at various locations in southwestern Ontario - Local 177, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from December 30, 1984 to December 27, 1986, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 30/84</u>	<u>Dec. 29/85</u>	<u>June 29/86</u>
Increases*				
Full-time Employees		50¢	25¢	25¢
Part-time Employees		35¢	15¢	20¢
<u>Full-time Employees</u>				
Cashier/Wrapper	\$7.19-\$12.13	\$7.19-\$12.38	\$7.19-\$12.63	
Service Clerk	(\$7.19-\$11.63)			
Meat Cutter	\$8.35-\$13.32	\$8.35-\$13.57	\$8.35-\$13.82	
	(\$8.35-\$12.82)			
<u>Part-Time</u>	\$4.00**-\$9.74	\$4.00-\$9.89	\$4.00-\$10.09	
<u>Employees</u>	(\$5.13-\$9.39)			

* Increases are pro-rated with zero increase on start rates to 100% on maximum rates.

** Start rate for part-time employees reduced to legislated minimum wage.

Maximum rates for full-time employees are reached after eight 3-month increases, and for part-time employees after twelve 3-month increases.

After Hours Premium (new): 70¢ per hour worked from store closing to 7 a.m. for non-night shift employees.

Jury Duty and Witness Leave (part-time) (new): Employee receives the difference between average daily rate and fees received.

Health and Welfare (full-time): Life Insurance - Effective June 30, 1985, benefit is \$12,000 (\$10,000).

Weekly Indemnity - Maximum benefit is \$276 (\$260) per week.

Dental Plan - Employer contributes 12¢ (10¢) per hour worked.

Pension Plan: Employer Contribution - 34¢ (30¢) per hour worked. Effective January 5, 1986, 38¢.

Education Leave Fund: Employer Contribution - 5¢ (2¢) per hour worked to a maximum of 78¢ per week per employee.

T. Eaton Company Limited at Brampton, London, Scarborough, St. Catharines and Toronto - Various Locals, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): Fourteen 12-month first agreements effective from May 13, 1985 to May 12, 1986, covering 974 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages: No increase in rates that were in effect prior to these agreements.

May 13/85

Scarborough Town Centre

Full-Time employees

Food Service 1	\$4.60
Tailor Fitter 2	\$8.35-\$9.63
Electrician Journeyman	\$13.18

Weekly Rates

Sales Associate	\$198-\$274
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Maximum rate for Tailor Fitter is reached after three 6-month increases, and for Sales Associate after four 6-month increases.

Hours of Work (Full-time): 7 1/2 hours per day, 37 1/2 hours per week, except employees in materials handling, alterations and maintenance departments whose normal working hours are 8 hours per day, 40 hours per week.

Overtime Pay: Time and one half for all hours worked beyond regular working day or regular working week.

Sunday Premium: Eligible employee receives double regular hourly rate.

Rest Periods: One 15-minute break in each half of the regular shift, depending on customer service requirements.

Health and Welfare (Full-time Employees): Employer continues to provide benefits such as Life Insurance, Weekly Indemnity, Health Care Programme and Pension Plan. Details are not available.

Meal Allowance: Eligible employee receives either a meal supplied or an allowance of \$3.50 when required to work 10 hours or more.

Simpsons Limited at Toronto - Local 531, Canadian Brewery Workers (CLC) (part-time warehouse employees): A 24-month first agreement effective from July 7, 1985 to July 7, 1987, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 7/85</u>	<u>July 7/86</u>
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General Increase			4%
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Weekly Rates
Based on 37 1/2
hours per week

Food Service	\$216-\$254	\$225-\$264
General	(\$216-\$254)	
Engineer	\$548 (\$548)	\$570

Maximum rate for Food Service General is reached after 4000 hours worked.

Hours of Work: Up to 7 1/2 hours per day, 37 1/2 hours per week. Regularly not more than 24 hours per week.

Overtime Pay: Time and one-half for all hours worked beyond 7 1/2 hours per day.

Paid Rest Periods: One 15-minute break in each half of the shift.

Reporting Pay: Minimum 3 hours of work, including any temporary work assigned that employee is capable of performing, or 3 hours of regular pay.

Meal Allowance: \$3 after 2 1/2 hours of overtime.

EDUCATION AND RELATED SERVICES

Dufferin County Board of Education at Orangeville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 241 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
General Increases		4.75%	1.5%
Teacher-Category D 0-5 years		\$14,866-\$20,980 (\$14,192-\$20,029)	\$15,089-\$21,295
Teacher-Category A1 0-11 years		\$19,080-\$33,982 (\$18,215-\$32,441)	\$19,366-\$34,492
Teacher-Category A4 0-11 years		\$23,066-\$42,056 (\$22,020-\$40,149)	\$23,412-\$42,687
Principal 0-4 years		\$48,554-\$52,869 (\$46,352-\$50,472)	\$49,282-\$53,662

Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
General Increases	4.75%	0.7%
Teacher-Category D	\$15,806-\$22,307	\$15,917-\$22,463
Teacher-Category A1	\$20,286-\$36,130	\$20,428-\$36,383
Teacher-Category A4	\$24,524-\$44,715	\$24,696-\$45,028
Principal	\$51,623-\$56,211	\$51,984-\$56,604

Additional Adjustment - Wage parity with secondary school teachers effective in 1986 and grandfathering the retirement gratuity provision to be negotiated by December 15, 1985. If settlement is not reached, these issues will be referred to arbitration.

Responsibility Allowances: Increased by 4.75% and by a further 4.75% on September 1, 1985.

Master's Degree Allowance: Increased by 4.75%.

Essex County Roman Catholic Separate School Board at Essex - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	7.75%
	Teacher-Level 1 0-6 years	\$16,344-\$23,564 (\$15,168-\$21,869)
	Teacher-Level 4 0-10 years	\$21,456-\$34,486 (\$19,913-\$32,006)
	Teacher-Level 7 0-12 years	\$26,665-\$43,506 (\$24,747-\$40,377)
	Principal 0-2 years	\$48,385-\$49,852 (\$44,905-\$46,266)

Responsibility Allowances: Increased by 7.75%.

London Board of Education - Local 190, Canadian Union of Public Employees (CLC) (full-time and part-time plant operations employees): Two 12-month renewal agreements effective from May 1, 1985 to April 30, 1986, covering 315 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/85</u>
	Increase	43¢-49¢
	Custodian Grade 2	\$9.37* (\$8.94)
	Custodian Grade 5	\$12.09 (\$11.60)

* Rate also applies to Custodian Grade 1, part-time.

Responsibility Allowances: Increased by \$50 per year.

Mobile Rug Shampoo Premium: 25¢ (20¢) per hour.

Paid Vacation: 5 weeks after 19 (20) years of service.

Health and Welfare (full-time): Life Insurance - Benefit is 2.5 (2) times salary.

Major Medical - Plan is extended to include services of chiropractor and osteopath not covered by OHIP (new).

Vision Care (new) - Employer pays 80% of premium costs. Maximum claim is \$100 every 24 months.

Norfolk County Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 238 employees, settled with mediation assistance. Duration of negotiations - 14 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teacher-Category 1 0-10 years	\$21,831-\$34,927 (\$20,791-\$33,264)
	Teacher-Category 4 0-10 years	\$26,413-\$44,102 (\$25,155-\$42,002)
	Principal	\$54,743-\$59,984 (\$52,136-\$57,127)
	Vice-Principal	\$49,062-\$53,387 (\$46,726-\$50,844)

Cost of Living Allowance: 0.2% per 0.2% increase in the Consumer Price Index - 1971=100, from the August 1984 index to the August 1985 index. Triggers at 8%. Capped at 10%. Payable September 1985. (Previously, inoperative.)

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and teacher aides): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 700 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	5%
	<u>Annual Rates</u> (35 hours per week)	
	Clerk Grade III	\$16,286-\$18,926 (\$15,285-\$17,925)
	Clerk Grade VII	\$26,636-\$31,072 (\$25,635-\$30,071)

Maximum rates are reached after 4 annual increases.

Responsibility Allowances: Head Secretary (elementary school) - \$250 per year (new).

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 1,189 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/84	Feb. 1/85	Sept. 1/85
	General Increases	4.2%	0.6% non-compounded	Wage reopener*
	Additional Adjustment		Special adjustment to Category A4 top rate	
	Teacher-Category D 0-6 years	\$15,930-\$21,580 (\$15,288-\$20,710)	\$16,022-\$21,704	
	Teacher-Category A1 0-10 years	\$21,236-\$34,846 (\$20,380-\$33,441)	\$21,358-\$35,046	
	Teacher-Category A4 0-10 years	\$24,748-\$42,749 (\$23,750-\$41,026)	\$24,890-\$43,170	
	Vice Principal 0-5 years	\$38,950-\$44,745 (\$37,380-\$42,941)	\$39,174-\$45,002	
	Principal 0-7 years	\$43,719-\$52,031 (\$41,957-\$49,934)	\$43,971-\$52,331	

* Increase to be determined by arbitration.

Health and Welfare: Long Term Disability Plan - Part-time employees included (new).

Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1980) Ontario Dental Association fee schedule.

Sudbury District Roman Catholic Separate School Board at Sudbury - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,111 employees, settled by arbitration following a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3.3%
	Teacher-Category D 0-8 years	\$16,488-\$24,952 (\$15,960-\$24,152)
	Teacher-Category A-1 0-11 years	\$20,292-\$34,680 (\$19,646-\$33,562)
	Teacher-Category A-4 0-11 years	\$24,490-\$43,520 (\$23,704-\$42,129)
Responsibility Allowances:	Increased by 3.3%.	

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC)
(chief caretakers, chief engineers and stationary engineers): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 240 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	4th Class Engineer	\$11.70 (\$11.15)
	Chief Caretaker Code "F", holding a 3rd Class Engineer's Certificate or higher	\$15.25 (\$14.70)

Paid Vacation: 5 weeks in the calendar year an employee attains 17 (18) years of service.

Health and Welfare: Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Transportation Allowance: Effective May 31, 1985, \$1.42 (\$1.35) per move.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (office and clerical employees and librarians): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 407 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	<u>Annual Rates</u>	
	Clerk Grade 1	\$13,997-\$15,343 (\$12,992-\$14,338)
	Systems Analyst Senior	\$36,129-\$48,465 (\$35,124-\$47,460)

Maximum rate for Clerk Grade 1 is reached after 3 years and for Systems Analyst Senior after 7 years.

Paid Vacation: 5 weeks in the calendar year an employee attains 17 (18) years of service.

Health and Welfare: Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Mileage Allowance: Effective June 1, 1985, 32¢ (31¢) per kilometre with a minimum of 7 (6) kilometres.

Wentworth County Board of Education at Ancaster - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 408 employees, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	General Increases	3.65%	0.7%
	Teacher-Category 1 0-11 years	\$20,754-\$34,678 (\$20,024-\$33,457)	\$20,895-\$34,913
	Teacher-Category 4 0-11 years	\$24,894-\$44,304 (\$24,018-\$42,743)	\$25,063-\$44,603
	Vice-Principal 0-2 years	\$48,952-\$51,940 (\$47,228-\$50,111)	\$49,282-\$52,291
	Principal 0-3 years	\$52,687-\$58,664 (\$50,832-\$56,598)	\$53,043-\$59,060
	Effective	<u>Sept. 1/85</u>	
	General Increase	4%	
	Teacher-Category 1	\$21,731-\$36,310	
	Teacher-Category 4	\$26,066-\$46,387	
	Vice-Principal	\$51,253-\$54,383	
	Principal	\$55,165-\$61,422	

Responsibility Allowances: Increased by 3.65%. Effective February 1, 1984, 0.7%. Effective September 1, 1985, 4%.

Health and Welfare: Dental Plan - Effective in each contract year, coverage is updated to the current year's (1983) Ontario Dental Association fee schedule.

University of Toronto Governing Council - Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 3,500 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	July 1/84	July 1/85
	General Increases	3.33% rounded to the nearest \$100	3.22% rounded to the nearest \$100

Minimum Annual Rates

Assistant Professor	\$26,200 (\$25,400)	\$27,000
Associate Professor	\$32,200 (\$31,200)	\$33,200
Professor	\$42,800 (\$41,400)	\$44,200

Supplementary Merit Pool (new): Effective July 1, 1985, merit pool equal to 0.5% of total 1984-85 base salaries, available for the 1985-86 contract year only.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

University of Toronto Governing Council (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (part-time, non-professional and sessional/temporary employees): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 298 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	Sept. 1/84	Sept. 1/85
	Increases		Wage Reopener

Sessional/Temporary Employees	5.5%
Regular part-time Employees	4.5%
Library Technician III	\$16,094-\$17,586 (\$15,401-\$16,829)

Library Technician V	\$19,616-\$21,490 (\$18,771-\$20,565)
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Maximum rates are reached after 2 years.

Bereavement Leave: Up to 3 days' paid leave upon death of common-law spouse and parent-in-law (new).

Maternity Leave (Regular part-time employees): 2 weeks at 95% of salary plus a further 15 weeks at the difference between 95% of salary and U.I.C. benefit. (Previously, 100% employer paid for 15 weeks.)

Meal Allowance: \$6.00 (\$4.50) after 2 hours of overtime.

HEALTH AND WELFARE

University Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from April 1, 1984 to March 31, 1986 covering 450 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Apr. 1/84	Apr. 1/85
	Increases	40¢-50¢	35¢-50¢
	Housekeeping Aide	\$9.03-\$9.14 (\$8.63-\$8.74)	\$9.38-\$9.49
	R.N.A.	\$10.14-\$10.25 (\$9.64-\$9.75)	\$10.64-\$10.75
	Communications Electrician	\$12.84-\$13.28 (\$12.34-\$12.78)	\$13.24-\$13.68

Maximum rates are reached after 2 annual increases.

Shift Premium: Effective April 1, 1985, 40¢ (35¢) per hour.

Standby Allowance (O.R. Technician): Effective May 7, 1985, \$1.75 per hour (previously, \$1.50 per hour for all employees). Effective October 1, 1985, \$2 per hour.

Paid Vacation: Effective July 1, 1985, 3 (2) weeks after 1 year of service, 4 weeks after 10 (11) years.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, after a 2-week waiting period.

Health and Welfare: Vision Care (new) - Employer pays 80% of premium costs. Maximum claim is \$60 per person every 24 months.

Hearing Aid (new) - Employer pays 80% of premium costs. Maximum lifetime claim is \$300.

Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Five 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 1,222 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	Apr. 1/84	Apr. 1/85
	General Increases	5%	4%
	<u>Windsor Western Hospital (I.O.D.E. Unit)</u>		
	Housekeeping Aid	\$8.713-\$9.018 (\$8.298-\$8.589)	\$9.061-\$9.379

	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
Orderly	\$9.589-\$10.083 (\$9.132-\$9.603)	\$9.972-\$10.486
Carpenter Painter (Maintenance Man)	\$10.022-\$10.612 (\$9.545-\$10.107)	\$10.423-\$11.0368

Maximum rates are reached after 1 year.

Bereavement
Leave:

1 day's paid leave in the event of death of step-parent or step-child (new).

Health and
Welfare:

O.H.I.P. (part-time, Metropolitan Hospital) - Employer pays a portion (100%) of the premium costs, pro-rated on the basis of hours worked.

Education
Allowance
(new):

Employer to pay full cost of courses when required by the hospital for purposes of upgrading and/or the acquiring of new employment qualifications.

Contracting Out
Clause (new):

Effective May 31, 1985, no contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

Children's Aid Society of Metropolitan Toronto - Local 2316, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1985 to January 1, 1986, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:

Effective Jan. 1/85

General Increase 3.5%

Annual Rates

Level 2 (includes Clerk Typist 1) \$14,502-\$16,964
(\$14,011-\$16,390)

Level 12 (includes Social Worker) \$27,332-\$33,250
(\$26,407-\$32,125)

Maximum rate for Clerk Typist 1 is reached after 4 annual increases, and for Social Worker, after 5 annual increases.

The following changes are effective June 1, 1985.

Paid Vacation:

5 weeks after 19 (20) years of service.

Long Service
Bonus:

\$200 (\$150) annual lump sum payment to employees with 15 or more years of service.

Health and
Welfare:

Dental Plan - Employer pays 100% (65%) of premium costs.

Mileage and
Car Insurance
Allowance:

38¢ (35¢) per mile or 23.6¢ (21.7¢) per km. plus \$9 (\$6.50) per month to offset insurance expenses.

PERSONAL SERVICES

Canadian Pacific Airlines Limited, Canadian Pacific Hotels Division, Royal York Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time employees): A 25-month renewal agreement effective from February 1, 1985 to February 28, 1987, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/85	Feb. 1/86
	Increases	23¢-40¢	23¢-40¢
	Waiter/Waitress	\$4.63 (\$4.40)	\$4.86
	Drycleaning Operator and Presser 1	\$9.90 (\$9.50)	\$10.30
	<u>Start Rate</u> - Maximum \$1.25 (\$1) below job rate.		
Paid Vacation:	6 weeks after 27 years of service (new).		
Sick Leave:	Maximum 9 (6) working days at normal daily rate.		
Bereavement Leave:	Grandparents are added to the provision for up to 3 days' paid leave (new).		
Health and Welfare:	<u>Dental Plan</u> - Employer contributes 14¢ (12¢) per hour worked for eligible employee.		
Tool Allowance (new):	Maximum \$50 per calendar year for licenced tradespersons.		

LOCAL ADMINISTRATION

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Locals 5 and 167, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements for inside employees effective from February 1, 1985 to January 31, 1987, and two 24-month renewal agreements for outside employees effective from January 16, 1985 to January 15, 1987, covering 1,450 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	<u>Hamilton City Corp.</u>		
	<u>Inside Employees</u>		
	Effective	Feb. 1/85	Feb. 1/86
	General Increases	4.25%	4.25%
	<u>Weekly Rates</u>		
	Clerk Typist III	\$284.76-\$306.11 (\$273.15-\$293.63)	\$296.86-\$319.12
	Systems Analyst	\$734.62-\$875.04 (\$704.67-\$839.37)	\$765.84-\$912.23

Outside Employees

Effective	<u>Jan. 16/85</u>	<u>Jan. 16/86</u>
General Increases	4.25%	4.25%
Additional Adjustment	25¢ to Motor Mechanic	25¢ to Motor Mechanic
Labourer	\$10.706 (\$10.270)	\$11.161
Motor Mechanic	\$12.755 (\$11.995)	\$13.547

Based on merit, maximum rate for Clerk Typist III may be reached after 2 annual increases, and for Systems Analyst after 4 annual increases.

Health and Welfare:

Vision Care (new) - Maximum benefit is \$65 every 2 years.

Dental Plan - Coverage is based on the 1985 Ontario Dental Association fee schedule. (Previously, the 1984 O.D.A. fee schedule for outside employees, and the 1982 O.D.A. fee schedule for inside employees).

Note: Employer may use U.I.C. rebate towards premium costs of benefit plans (new).

Meal Allowance: \$5 (\$4.50).

Mileage Allowance: 20¢ (19¢) per kilometre.

Clothing Allowance: Employer supplies coveralls for Traffic Signal Repairman (new). \$60 per year for uniform dry cleaning for By-Law Constable (new).

Job Security (outside employees): Temporary employees become regular employees after 6 months of accumulated aggregate service (after 60 continuous working days).

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	1%	4%
<u>Annual Rates</u>				
	Job Class 2 (includes Jr. Clerk)	\$12,761-\$17,350 (\$12,270-\$16,683)	\$12,889-\$17,524	\$13,405-\$18,225
	Job Class 12 (includes Planner)	\$22,666-\$32,743 (\$21,794-\$31,484)	\$22,893-\$33,070	\$23,809-\$34,393

Maximum rate for Jr. Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

Shift Premium:	Effective May 6, 1985, 30¢ (28¢) per hour.
Bereavement Leave:	2 (1) days' paid leave in the event of death of grandchild.
Sick Leave (full-time):	Effective October 1, 1985, automatic cumulative leave of 1 day per month of service for employees hired before February 1, 1985, and 1 day earned per complete month worked, providing there is no absence for reasons other than vacation, holidays, bereavement, time off in lieu or union business, for employees hired on or after February 1, 1985. (Previously, 1 1/2 days per month of service, cumulative.) Employees hired on or after February 1, 1985 are not entitled to the sick leave gratuity payout provisions (new).
Health and Welfare:	<u>Weekly Indemnity (full-time)</u> - Effective October 1, 1985, benefit is 60% (56%) of gross earnings for a maximum of 26 weeks, payable after 14 (30) days of illness or upon exhaustion of sick leave credits, whichever is later. <u>Long Term Disability Plan (full-time) (new)</u> - Effective October 1, 1985, employer pays 100% of premium costs. Benefit is 65% of gross earnings to a maximum \$2,000 per month to age 65, payable after 196 days of illness or upon exhaustion of accumulated sick leave credits and any weekly indemnity benefit, whichever is later. <u>Vision Care (new)</u> - Effective June 1, 1985, employer pays 50% of premium costs. Maximum claim is \$100 every 36 months, with a 12-month prescription rider plus loss or breakage replacement up to the maximum dollar amount.
Meal Allowance (Overtime):	Maximum \$5.00 or reimbursement to a maximum of \$6.00 upon presentation of receipt. (Previously, minimum \$2.75, no maximum.)

London City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1985 to January 1, 1986, covering 321 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4%	1%
	Additional Adjustments	Some restructuring of the Office and Clerical Staff wage schedule	
	<u>Annual Rates</u>		
	Clerk	\$17,831-\$20,582	\$18,009-\$20,788
	Stenographer	(\$17,145-\$19,790)	

	<u>Jan. 1/85</u>	<u>July 1/85</u>
Fire Fighter 5th Class - 2nd 6 months	\$23,774 (\$22,860)	\$24,012
Fire Fighter 1st Class	\$33,963 (\$32,657)	\$34,303
Platoon Chief	\$45,850 (\$44,087)	\$46,309

Maximum rate for Clerk Stenographer is reached after 30 months.

Overtime Pay: Straight time pay for each quarter hour worked immediately following regular duty, and time and one-half for all hours worked after one hour of overtime. (Previously, time and one-half after one hour of overtime.)

Time off at the rate of time and one-half for fire prevention lectures or demonstrations given outside normal working hours (new).

Acting Pay: Effective April 1, 1985, one extra day's pay at the rate of the higher classification to which an employee is assigned for a minimum half shift commencing at 0745 or 1745 on a statutory holiday (new).

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for a \$30,000 benefit (unchanged). Effective July 1, 1985, employer pays 50% of premium costs for an additional \$5,000 benefit.

A. D. & D. - Employer pays 100% of premium costs for a \$60,000 accidental death benefit or \$90,000 benefit in the event of accidental death specifically occurring on the job (unchanged). Effective July 1, 1985, \$70,000 and \$120,000 respectively, with the employer paying 100% of premium costs for benefits up to \$30,000 and 50% for benefits above \$30,000.

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC) (full-time and part-time inside employees): A 12-month renewal agreement effective from November 1, 1984 to October 31, 1985 covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>
	General Increases	4%	1%
	<u>Bi-Weekly Rates</u>		
	Salary Level 1 36 1/4 hour week (includes Clerk "A")	\$660.52 (\$635.12)	\$667.13
	Salary Level 14 40 hour week (includes Chief Surveyor)	\$1,318.19-\$1,464.62 (\$1,267.49-\$1,408.29)	\$1,331.37-\$1,479.26

Maximum rate for Chief Surveyor is reached after 24 months.

Shift Premium: Effective May 12, 1985, 50¢ (45¢) per hour worked in excess of 50% of scheduled hours falling between 4 p.m. and 8 a.m.

Health and Welfare: Long Term Disability - Effective June 1, 1985, maximum benefit is \$1,500 (\$1,300) per month.

Dental Plan - Effective June 1, 1985, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Ottawa City Corporation and Ottawa-Carleton Regional Municipality - Local 503, Canadian Union of Public Employees (CLC) (full-time inside and outside employees): Two 36-month renewal agreements effective from January 1, 1984 to December 31, 1986, covering 3,150 employees, settled at the bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
General Increases		5%	4.2%
<u>Ottawa City</u>			
<u>Hourly Rates</u>			
Labourer		\$9.52 (\$9.06)	\$9.92
Electrician III		\$13.84 (\$13.18)	\$14.42
<u>Annual Rates</u>			
Clerk I		\$14,300.40-\$17,881.24 (\$13,619.43-\$17,029.75)	\$14,904.86-\$18,635.96
Administration Officer VIII		\$33,935.71-\$40,485.45 (\$32,319.72-\$36,721.47)	\$35,360.98-\$42,135.86
Effective		Jan. 1/86	
General Increase		4.2%	
<u>Hourly Rates</u>			
Labourer		\$10.33	
Electrician III		\$15.02	
<u>Annual Rates</u>			
Clerk I		\$15,530.86-\$19,418.67	
Administration Officer VIII		\$36,846.14-\$43,905.56	

Maximum rate for Clerk I is reached after 6 years and for Administration Officer VIII after 5 years.

Health and Welfare: Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective in 1986, the equivalent of Blue Cross riders 2 and 3 added. Coverage is based on the 1985 O.D.A. fee schedule.

Mileage Allowance: 22¢ (19¢) per kilometre.

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association - Local 183, Labourers (AFL-CIO):
A 24-month renewal agreement effective from May 6, 1985* to April 30, 1987, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1985.

Package:	Effective	<u>May 6/85</u>	<u>May 1/86</u>
	General Increases	54¢	64¢
	Apartment Builder	\$15.82 (\$15.28)	\$16.46

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Reporting Pay: 1 hour's pay if no work available due to inclement weather (new), and 4 (1) hours' pay if no work available for any other reason.

Working Foreman Pay: \$1 (75¢) per hour above the average hourly wage rate paid to his crew.

Welfare Fund: Employer contributes \$1 (90¢) per hour worked. Effective May 1, 1986, \$1.10.

Pension Fund: Effective May 1, 1986, employer contributes 50¢ (40¢) per hour worked.

Ontario Concrete and Drain Contractors Association, OLCRB Area 8 - Local 183, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 2, 1985* to April 30, 1987, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1985.

Package:	Effective	<u>May 2/85</u>	<u>May 1/86</u>	<u>Nov. 1/86</u>
	Increases	51¢-59¢	60¢-62¢	7¢-10¢
	Labourer	\$15.77 (\$15.26)	\$16.39	\$16.49

	<u>May 2/85</u>	<u>May 1/86</u>	<u>Nov. 1/86</u>
Construction	\$17.50	\$18.10	\$18.17
Equipment	(\$16.91)		
Operator			

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Welfare Fund: Labourers - Employer contributes \$1 (93¢) per hour worked.
Effective May 1, 1986, \$1.10.

Operating Engineers - Employer contributes 55¢ (40¢) per hour worked.

Pension Fund: Labourers - Effective November 1, 1986, employer contributes 50¢ (40¢) per hour worked.

Operating Engineers - Effective November 1, 1986, employer contributes \$1 (93¢) per hour worked.

Union Security: Employers may hire non-union employees if the union locals are unable to provide qualified members within 24 hours of the employer's request. (Previously, no restrictions on hiring non-union employees.)

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
General Increase			*
Welder-Journeyman		\$25.68 (\$25.68)	
Welder-Bead/Hot Pass		\$26.34 (\$26.34)	

* Hourly package increase will be calculated as follows: the percentage increase in the Consumer Price Index from January 1, 1985 to December 31, 1985 will be applied to the Welder-Journeyman wage rate and the resulting dollar amount will be added to all classifications.

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Boilermaker Contractors Association, Canada-wide except British Columbia, Alberta and Quebec - Various Locals, Boilermakers (AFL-CIO/CFL): A 22-month renewal agreement effective from July 1, 1984* to April 30, 1986**, covering 1,700 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

* Previous agreement expired April 30, 1984.

** Monetary package to continue until June 30, 1986.

Package:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	25¢	75¢
	Journeyman	\$22.38	\$23.13
	Boilermaker	(\$22.13)	

Package rates shown include wages, vacation and holiday pay, health and welfare and pension fund contributions.

Health and Welfare Fund: Employer Contribution - Effective February 4, 1985, 70¢ (50¢) per hour earned. The 20¢ increase is diverted from the wage portion of the total package.

Administration Fund: Effective July 1, 1985, 10¢ (4¢) per hour worked.

Enabling Clause (new): Terms and conditions of this agreement for a particular project or specific geographical area may be modified by mutual consent.

Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors

Association - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>	<u>Oct. 1/86</u>
	General Increases	48¢	63¢	10¢
	Labourer	\$17.68 (\$17.20)	\$18.31	\$18.41
	Steel Installer	\$19.27 (\$18.79)	\$19.90	\$20.00

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Welfare Fund: Employer contributes \$1 (90¢) per hour worked. Effective May 1, 1986, \$1.10.

Pension Fund: Effective October 1, 1986, employer contributes 50¢ (40¢) per hour worked.

Mileage Allowance: 25¢ (18¢) per kilometre one way from work site to Metro boundary.

Room and Board Allowance: \$30 (\$25) per day.

Ontario Form Work Association, province-wide - Form Work Council of Ontario, comprising various locals, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL); and Local 506 (Construction Division), Labourers (AFL-CIO) (new): A 24-month renewal agreement effective from May 6, 1985* to April 30, 1987, covering 1,800 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1985.

Package:	Effective	<u>May 6/85</u>	<u>May 1/86</u>
	Increases	From \$1.35 reduction to 58¢ increase	0-83¢
	Operating Engineers	60¢	80¢
	<u>Labourers</u>		
	Form Helper, Local 1059, London	\$15.00 (\$16.34)	\$15.82
	Layout Man, Local 183, Toronto	\$21.04 (\$20.50)	\$21.79
	<u>Operating Engineers</u>		
	Operator-Forklift	\$22.38 (\$21.78)	\$23.18
	Operator-Skyway Type Crane	\$24.06 (\$23.46)	\$24.86

Additional Adjustment - Local 527, Ottawa - Form Builders and Layout Men receive additional wage adjustments of 85¢ on May 6, 1985, 20¢ on May 1, 1986 and 40¢ on November 1, 1986.

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Hours of Work: 9 (8) hours per day, 44 (40) hours per week for Local 837, Hamilton, and 8.5 (8) hours per day for Locals 1036, Sault Ste. Marie; 1059, London; and 1081, Cambridge.

Welfare Fund: Labourers - Employer contributes \$1 (90¢) per hour worked for Local 183, 50¢ (new) for Local 247, 70¢ (90¢) for Local 493, 39¢ (29¢) for Local 527, 96¢ (90¢) for Local 597, \$1.50 (\$1.30) for Local 837, \$1.10 (95¢) for Local 1036, 75¢ (60¢) for Local 1059, \$1.06 (98¢) for Local 1081. Effective May 1, 1986, \$1.10 for Local 183.

Operating Engineers - Employer contributes 55¢ (40¢) per hour worked.

Pension Fund: Labourers - Employer contributes 50¢ (40¢) per hour worked for Local 1036. Effective May 1, 1986, 50¢ (40¢) for Local 183, and 80¢ (60¢) for Local 837.

Enabling Clause (new): Provisions contained in local union schedules appended to the master agreement for a specific geographic area may be modified by mutual consent.

Toronto and District Carpentry Contractors Association, OLRB Areas 8 and 18 - Local 27, Carpenters (AFL-CIO) (residential construction): A 23-month renewal agreement effective from June 3, 1985* to April 30, 1987, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

* Previous agreement expired April 30, 1985.

Package:	Effective	<u>June 3/85</u>	<u>May 1/86</u>
	General Increases	70¢	50¢
	<u>Journeyman Carpenter</u>		
	OLRB Area 18	\$17.30 (\$16.60)	\$17.80
	OLRB Area 8	\$19.50 (\$18.80)	\$20.00

Package rates shown include wages, holiday and vacation pay and welfare and pension fund contributions.

Welfare Fund: Employer contributes \$1.05 (90¢) per hour earned. Effective May 1, 1986, employer will contribute an additional 10¢ if the costs of the plan increase during the term of this agreement.

Toronto and Vicinity Residential Framing Contractors Association (Housing Carpentry) at OLRB Area 8 - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 220 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>	<u>Oct. 1/86</u>
	Increases	90¢-\$1.71	\$1.48-\$1.55	54¢-55¢
	General Labourer	\$15.15 (\$13.71)	\$16.67	\$17.21
	Carpenter	\$16.50 (\$14.79)	\$18.03	\$18.58

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Holiday Pay: Effective June 1, 1985, 5% (4%) of gross wages earned.

Welfare Fund: Employer contributes \$1 (75¢) per hour earned. Effective May 1, 1986, \$1.10.

Pension Fund: Effective May 1, 1986, employer contributes 20¢ per hour worked (new).

Addenda

March 1985 Settlements

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission, Hydro, Water Works and Garage Divisions
- Local 1, Utility Workers (CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 248 employees, settled at the bargaining stage and ratified in March, 1985. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	5%	4.5%
	Labourer	\$12.19 (\$11.61)	\$12.74
	Journeyman Lineman	\$17.22 (\$16.38)	\$17.99

Cost of Living Allowance: Effective in the second year, 1% per full 1% change in the Consumer Price Index - 1981=100, using the April, 1986 index as the base. Triggered at 4.5%. Adjusted monthly. (Previously, inoperative.)

Paid Vacation: 3 weeks after 3 (4) years of service. Effective April 1, 1986, 6 weeks after 26 (27) years.

Meal Allowance: \$5.75 (\$5) after 1 hour of overtime. Effective April 1, 1986, \$6.50.

Safety Shoe Allowance: Effective April 1, 1986, \$65 (\$60) per year for construction workers and \$50 (\$45) per year for stockkeepers and system operators.

CONSTRUCTION

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement),
Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 12-month extension agreement effective from May 1, 1985 to April 30, 1986, covering 200 Ontario employees, settled at the bargaining stage in March 1985. Duration of negotiations - 1 month.

Package: No increase in rates which were in effect at the expiry of the previous agreement.

Effective	<u>May 1/85</u>
Non-welder Journeyman	\$21.50
Welder-Journeyman	\$23.26

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

April 1985 Settlements

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A
24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,215 employees, settled at the bargaining stage and ratified in April 1985. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
General Increases		3.9%	0.75%
Teacher-Level D 0-6 years		\$17,571-\$23,462 (\$16,911-\$22,581)	\$17,703-\$23,638
Teacher-Level A1 0-10 years		\$23,805-\$38,037 (\$22,911-\$36,609)	\$23,984-\$38,322
Teacher-Level A4 0-10 years		\$27,123-\$46,142 (\$26,105-\$44,410)	\$27,326-\$46,488
Principal 0-3 years		\$50,113-\$55,743 (\$48,232-\$53,651)	\$50,489-\$56,161

Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
General Increases	3%	1.5%
Teacher-Level D	\$18,234-\$24,347	\$18,508-\$24,712
Teacher-Level A1	\$24,704-\$39,472	\$25,075-\$40,064
Teacher-Level A4	\$28,146-\$47,883	\$28,568-\$48,601
Principal	\$52,004-\$57,846	\$52,784-\$58,714

Responsibility Allowances: Increased by 3.9% and by a further 0.75% on February 1, 1986. Effective September 1, 1986, increased by 3% and by a further 1.5% on February 1, 1987.

Health and Welfare: Vision Care (new) - Employer pays 90% of premium costs. Maximum claim is \$150 every 24 months.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, orthodontic services and major restorative services added, each to a maximum annual claim of \$1,000, with 50%-50% co-insurance (new). Employer pays 90% of premium costs. Coverage is based on the 1985 O.D.A. fee schedule.

York Region Board of Education at Aurora - Local 1734, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A
24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 365 employees, settled at the bargaining stage and ratified in April 1985. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	50¢	4.5%
	Clerical Level 1	\$7.18-\$8.64 (\$6.68-\$8.14)	\$7.50-\$9.03
	Buyer	\$10.62-\$15.01 (\$10.12-\$14.51)	\$11.10-\$15.69

Maximum rates are reached after five annual increments.

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 5 weeks after 20 years of service. (Previously, 1 additional day for each year of service after 20 years to a maximum of 5 additional days.)

Health and Welfare: Major Medical (new) - Effective October 1, 1985, employer pays 50% of premium cost for a plan that includes a maximum vision care claim of \$100 every 24 months.

Dental Plan (new) - Effective January 1, 1986, employer pays 50% of premium cost for a basic plan, with coverage based on the 1985 Ontario Dental Association fee schedule. Dental plan will only become effective if there is 75% enrollment.

York Region Board of Education at Aurora - Local 1196, Canadian Union of Public Employees (CLC) (service and maintenance employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 385 employees, settled at the bargaining stage and ratified in April 1985. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	50¢	4.5%
	Matron	\$7.60-\$8.12 (\$7.10-\$7.62)	\$7.94-\$8.49
	Caretaker No. 1	\$9.61-\$10.17 (\$9.11-\$9.67)	\$10.04-\$10.63
	Maintenance Man No. 2	\$11.78-\$12.31 (\$11.28-\$11.81)	\$12.31-\$12.86

Maximum rates are reached after two 6-month increases.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective January 1, 1986, 0-30¢-40¢.

Call-in Pay: Effective May 1, 1985, minimum 4 hours' pay at straight time rate or double time for all hours worked, whichever is greater, for employee called in to work on a Saturday or Sunday. (Previously, minimum 4 hours' pay at straight time rate.)

Sunday Premium: Effective May 1, 1985, minimum 4 hours' pay at straight time rate (unchanged) or double time (time and one-half) for all hours worked, whichever is greater, for employee scheduled to work on Sunday.

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Health and Welfare: Major Medical (new) - Effective October 1, 1985, employer pays 100% of premium cost for a plan that includes a maximum vision care claim of \$100 every 24 months.

Dental Plan (new) - Effective October 1, 1985, employer pays 50% of premium cost for a basic plan, with coverage based on the 1985 Ontario Dental Association fee schedule. Dental plan will only become effective if there is 75% enrollment. Effective December 31, 1986, employer pays 100% of premium cost.

Meal Allowance: \$5 (\$4). Effective January 1, 1986, \$6.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JUNE 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Settlements were negotiated during May and June 1985 for 74 major collective agreements covering 56,100 public sector employees. More than two-thirds of the new agreements are to run for two to three years, continuing a return to the long-term-contract pattern that prevailed in the public sector prior to the 1982-84 restraint programme. The key settlements involved the following segments:

Municipal governments. About 19,800 municipal employees received wage increases ranging from 4.2-5.7 percent a year, and averaging 4.5 percent. Employees of Scarborough, Toronto City and Metropolitan Toronto may receive additional wage adjustments in the second year of their agreements from wage reopenings if the Consumer Price Index rise by more than 7 percent. Employees of Kingston City may receive additional adjustments under a cost-of-living clause equal to one percent for each one percent rise in the Consumer Price Index in excess of 3 percent, and subject to a 3 percent maximum.

The principal changes in benefits included: reductions in the years of service required for 4, 5 or 6 weeks paid vacations for 9,500 employees; new or improved vision care plans for 2,400 employees; updating of fee schedules in dental care plans for 17,600 employees; increased long-term disability benefits for 12,900 employees; and a new provision will provide pay to employees on maternity leave equal to the difference between 75 percent of their regular weekly pay and unemployment insurance benefits for 15 weeks.

School boards. Settlements for 19,200 teachers and support employees of school boards provided wage increases ranging from 1.7-8.0 percent a year, and averaging 5.1 percent. Teachers of the London City, Norfolk County, Windsor City and Lakehead School Boards may receive additional wage adjustments under cost-of-living clauses equal to one percent for each one percent rise in the Consumer Price Index above specified percentage corridors, and subject to a 2 percent maximum for the Norfolk teachers.

Changes in benefits included: reductions in the years of service required for 5 weeks paid vacations for 3,400 employees; new or improved vision care plans for 2,710 employees; and updating of fees schedules in dental care plans for 7,800 employees.

Universities and colleges. Settlements for 13,100 university and community college employees provided wage increases ranging from 3.1-5.0 percent a year and averaging 4.4 percent. In addition, new vision and hearing care plans were established for 1,200 employees; fee schedules in dental care plans were updated for 12,530 employees; and a new provision will provide pay to employees on maternity leave from Guelph and Toronto Universities, equal to 95 percent of their regular pay for the first 2 weeks of the leave and the difference between 95 percent of regular pay and unemployment insurance benefits for the next 15 weeks. A similar provision at the community colleges will use a 93 percent-of-pay formula.

Health care. About 3,800 employees of hospitals, nursing homes and homes for the aged received wage increases ranging from 1.8-9.6 percent a year and averaging 5.2 percent. The principal changes in benefits included new or improved vision and hearing care plans for 1,500 employees, and a new provision at Parkwood Hospital that will provide pay for 15 weeks to employees on maternity leave equal to the difference between 75 percent of their regular wages and unemployment insurance benefits. Also, a new job security provision restricts contracting-out at four hospitals covering 1,220 employees.

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FOOD AND BEVERAGE

Cuddy Food Products Limited at London - Local 175*, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 8, 1985 to February 7, 1987, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

* Previously, Local 1105P.

Wages:	Effective	Feb. 8/85	Aug. 8/85	Feb. 8/86	Aug. 8/86
General Increases		40¢	25¢	25¢	30¢
Additional Adjustments		5¢-25¢ for some classifications			
Meat Processor (includes Labourer)		\$7.85 (\$7.45)	\$8.10	\$8.35	\$8.65
Maintenance A, Engineer		\$9.30 (\$8.65)	\$9.55	\$9.80	\$10.10
Shift Premium:	Effective June 9, 1985, 0-25¢-35¢ (0-22¢-32¢).				
Paid Holidays:	Effective February 9, 1986, 1 floating holiday is added for a total of 11 (10) days.				
Health and Welfare:	<u>Vision Care</u> - Effective June 9, 1985, maximum claim is \$80 (\$60) every 24 months.				
	<u>Dental Plan</u> - Effective June 9, 1985, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.				
Safety Shoe Allowance:	\$20 (\$15) twice per year.				

Interbake Foods Ltd. at London - Local 242, Grain Millers (AFL-CIO/CLC) (production, maintenance, and shipping employees and drivers): A 24-month renewal agreement effective from February 14, 1985 to February 13, 1987, covering 700 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Feb. 14/85	Feb. 13/86
General Increases		50¢	35¢
Additional Adjustment		45¢ for Group 9 Tradesman with certificate	
Group 1 (includes General Labour)		\$9.36 (\$8.86)	\$9.71
Group 10 (Technician)		\$13.84 (\$13.34)	\$14.19

Shift Premium: 0-29¢-34¢ (0-27¢-32¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is equal to annual earnings, with a minimum of \$8,000 (\$6,000) and a maximum of \$16,000 (\$14,500).

Dental Plan - Effective June 1, 1985, 70%-30% (50%-50%) co-insurance for dentures. Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Safety Shoe Allowance: Effective July 1, 1985, \$43 (\$40) per year. Effective February 14, 1986, \$46.

Prescription Safety Glasses: Employer pays 100% (75%) of cost of lenses.

Tool Allowance: \$117.50 (\$110) per year.

TOBACCO PRODUCTS

Benson & Hedges (Canada) Inc. at Brampton - Local 325-T, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 12, 1985 to April 11, 1987, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>June 7/85</u>	<u>Apr. 12/86</u>
	General Increases	7%	5%
	Group 1 (includes General Help-Light)	\$12.79 (\$11.95)	\$13.43
	Group 5 (includes General Help-Heavy)	\$14.10 (\$13.18)	\$14.81
	Group 24 (includes Machinist)	\$20.45 (\$19.11)	\$21.47

Cost of Living Allowance: Deleted. (Previously, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, triggered at 10% over the March 1984 index. Formula did not trigger.)

Shift Premium: Effective June 7, 1985, 0-40¢-55¢ (0-35¢-50¢).

Paid Vacation: 6 weeks after 22 (25) years of service.

Health and Welfare: Life Insurance - Benefit is \$24,000 (\$22,500).

Life Insurance for Retirees - Benefit is \$6,000 (\$4,000).

Weekly Indemnity - Maximum benefit is \$580 (\$525) per week. Effective April 12, 1986, \$605.

Long Term Disability - Maximum benefit is \$2,165 (\$1,945) per month. Effective April 12, 1986, \$2,275.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Early Retirement - Employee aged 55 or more with 15 years of service may retire early with pension reduced 6% per year of early retirement between age 55 and 60 and reduced 3% per year to age 65. Employee aged 60 with 30 years of service receives unreduced pension. (Previously, employee aged 60 or more received pension reduced 6% per year of early retirement.)

First Aid Premium: 25¢ (5¢) per hour for employee with recognized first aid certificate.

Safety Shoe Allowance: Maximum \$45 (\$40) per year. Effective April 12, 1986, \$50.

TEXTILE

Amoco Fabrics Ltd. at Hawkesbury - Local 2-600, Woodworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 31, 1984 to December 30, 1987, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 31/84</u>	<u>Dec. 31/85</u>	<u>Dec. 31/86</u>
General Increases		38¢	34¢	36¢
Labourer		\$9.16 (\$8.78)	\$9.50	\$9.86
Electronic Technician		\$12.50 (\$12.12)	\$12.84	\$13.20

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 3 weeks at 6.5% after 10 years of service, 4 weeks at 8.5% after 15 or more years. (Previously, 3 weeks at 6% after 5 years of service, 3 weeks at 7% after 15 years and 3 weeks at 8% after 20 years.)

Bereavement Leave: 4 paid calendar (3 scheduled) days in the event of death of spouse or child. 3 paid calendar (scheduled) days for parents, parent-in-law, brother, sister, brother-in-law, sister-in-law or grandparents. 1 paid calendar day for son-in-law or daughter-in-law (new).

Health and Welfare: OHIP - Effective December 31, 1985, employer pays 75% (50%) of premium costs. Effective December 31, 1986, 100%.

CLOTHING

Kayser-Roth Canada Limited at London - Local 1826, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from February 1, 1985 to January 31, 1987, covering 228 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 24/85</u>	<u>Feb. 1/86</u>
General Increases		25¢	20¢

	<u>June 24/85</u>	<u>Feb. 1/86</u>
<u>Highbury Ave. Plant</u>		
Marker	\$6.37 (\$6.12)	\$6.57
Mechanic (Grade A)	\$8.09 (\$7.84)	\$8.29

Lump Sum Settlement Payment: Effective June 21, 1985, \$150 per employee.

Education Fund (new): \$5,000 per year.

WOOD

Consolidated-Bathurst Inc., Wood Products Division at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1985 to June 30, 1988, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
	General Increases	3%	3.5%	5%
	Labour	\$10.08 (\$9.79)	\$10.43	\$10.95
	Electrician with Micro Processor Certification	\$12.50-\$13.27 (\$12.14-\$12.88)	\$12.94-\$13.73	\$13.59-\$14.42
	Maximum rate for Electrician with Micro Processor Certification is reached on merit.			
Shift Premium:	0-30¢-40¢ (0-25¢-30¢). 0-47¢ (0-37¢) for 12-hour shifts.			
Safety Prescription Glasses (new):	Employer pays full cost of replacement lenses once per year if lenses are damaged during regular duties.			
Safety Shoe Allowance (new):	Employee with 1 or more years of service receives \$40 once per year to replace boots.			

METAL FABRICATING

AHL Group Ltd., Federal Bolt & Nut Division, previously Federal Bolt & Nut Corporation Limited, at Toronto - Local 7105, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from April 1, 1985 to March 31, 1988, covering 330 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
General Increases		15¢	15¢	15¢
COLA Fold-in		26¢		
Job Class 2 (General Labour)		\$12.51 (\$12.10)	\$12.66	\$12.81
Job Class 18 (includes Electrician A)		\$15.66 (\$15.25)	\$15.81	\$15.96

Previous rates reflect 73¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.3 change in the Consumer Price Index - 1971=100, using the December 1984 index as the base. Adjusted quarterly. Capped at 30¢ per year in the first and second years, uncapped in the third year. (Basic formula is unchanged. Previously, no cap.)

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule, to be updated annually over the term of the contract.

Pension Plan: Basic Benefit - Effective April 1, 1987, \$15 (\$14) per month per year of past and future service.

Duo-Matic/Olsen Inc. at Tilbury - Local 8222, United Steelworkers (AFL-CIO/CLC)
(production and office employees): Two 24-month renewal agreements effective from March 1, 1985 to February 28, 1987, covering 252 employees, settled following a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/85</u>	<u>Sept. 1/85</u>
General Increases		53¢	17¢
Skilled Trades Adjustment		25¢	
Assembler		\$9.08 (\$8.55)	\$9.25
Tool & Die Designer		\$11.93 (\$11.15)	\$12.10
	Effective	<u>Mar. 1/86</u>	<u>Sept. 1/86</u>
General Increases		53¢	17¢
Skilled Trades Adjustment		25¢	
Assembler		\$9.78	\$9.95
Tool & Die Designer		\$12.88	\$13.05

Start Rate - Newly hired employees receive \$8.50 per hour, and progress to the classification rate in 2 equal steps, with the first increase after 45 days worked and the second increase one year later. (Previously, 30¢ below classification rate for 45 days.)

Shift Premium: 0-25¢-25¢ (0-20¢-20¢). Effective March 1, 1986, 0-25¢-30¢.

Health and Welfare: Life Insurance and A. D. & D. (production) - Benefit is \$12,200 (\$11,200). Effective March 1, 1986, \$13,200.

Drug Plan - Effective June 1, 1988, 35¢ per prescription deductible. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Pension Plan: Employer Contribution - Effective June 2, 1985, 15¢ (10¢) per hour worked to a maximum 1,800 hours per year. Effective March 1, 1986, 20¢.

Kendana Manufacturing Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from September 25, 1985 to September 24, 1988, covering 225 employees*, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

* Includes 38 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 25/85</u>	<u>Sept. 25/86</u>	<u>Sept. 25/87</u>
General Increases		40¢	30¢	30¢
Labourer		\$12.13 (\$11.73)	\$12.43	\$12.73
Toolmaker		\$14.36 (\$13.96)	\$14.66	\$14.96

Start Rate (new) - \$1 less than job rate during 40 working day probationary period, and 50¢ less for the next 6 months.

Lump Sum Settlement Payment: \$400 per employee with three or more years of seniority, and \$200 for employees with less than three years.

Cost of Living Allowance: \$1.15 COLA generated during the previous agreement continues to float. 1¢ per 0.33 point change in the Consumer Price Index - 1971=100, using the June, 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-28¢-32¢ (0-24¢-28¢).

Health and Welfare: Drug Plan (new) - Details not yet available.

Vision Care - Maximum claim is \$65 (\$50) every 24 months.

Pension Plan: Employer Contribution - 17¢ (16¢) per hour worked. Effective September 24, 1986, 18¢. Effective September 24, 1987, 19¢.

Safety Shoe Allowance (new): Maximum \$40 per year.

Tool Allowance: \$140 (\$100) per year for Maintenance Man and Toolmaker.

MACHINERY

Carrier Canada Limited at Brampton - Local 575, Sheet Metal Workers (AFL-CIO/CFL):
A 36-month renewal agreement effective from January 1, 1985* to December 31, 1987, covering 200 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

* Previous agreement expired December 30, 1984.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
General Increases		3%	3%	3%
Assembler B		\$10.68-\$10.85 (\$10.37-\$10.53)	\$11.00-\$11.18	\$11.33-\$11.52
Maintenance A		\$12.42-\$12.67 (\$12.06-\$12.30)	\$12.79-\$13.05	\$13.17-\$13.44

Maximum rate for Assembler B is reached after 16 weeks, and for Maintenance A after 24 weeks.

Cost of Living Provision: 9¢ COLA generated during previous agreements continues to float.
Inoperative. (Previously, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. Triggered at 10%. Adjusted quarterly. Formula did not trigger.)

Health and Welfare: Life Insurance - Effective July 1, 1985, benefit is \$15,000 (\$14,000).

Weekly Indemnity - Benefit is \$220 (\$210) per week. Effective January 1, 1986, \$230. Effective January 1, 1987, \$240.

Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Pension Plan: Pre-Retirement Death Benefit - Effective July 1, 1985, benefit is \$11,000 (\$10,000). Effective January 1, 1986, \$12,000. Effective January 1, 1987, \$13,000.

TRANSPORTATION EQUIPMENT

Trailmobile International Limited, Trailmobile Canada Division at Brantford - Local 397, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1985 to May 30, 1988, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/85</u>	<u>June 1/86</u>	<u>June 1/87</u>
COLA Fold-in		\$1		26¢
General Increases			15¢	15¢

	<u>June 1/85</u>	<u>June 1/86</u>	<u>June 1/87</u>
Skill Trades Adjustments		10¢	15¢
Additional Adjustment	Scarfer re-classified to Job Group 7 (6)		
Job Group 2 (includes Helper)	\$11.28 (\$10.28)	\$11.43	\$11.84
Job Group 16 (includes Tool & Die Maker)	\$12.57 (\$11.57)	\$12.82	\$13.38

Cost of Living Allowance: \$1.26 COLA was generated under the previous agreement. \$1 COLA folded in June 1, 1985 and 26¢ COLA folded in June 1, 1987.

1¢ per 0.34 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.) 2¢ from each of the first two quarterly payments diverted to fund extensions to Dental Plan and Vision Care.

Shift Premium: 0-25¢-25¢ (0-18¢-20¢).

Paid Vacation: 4 weeks after 15 (17) years of service.

Vacation Pay: 11% (10%) of earnings after 25 years of service.

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$12,000). Effective June 1, 1986, \$16,000. Effective June 1, 1987, \$17,000.

A. D. & D. - Benefit is \$10,000 (\$7,000).

Dental Plan - Maximum benefit is \$1,000 (\$750) per year. Plan is extended to include orthodontics with a maximum lifetime claim of \$1,500 per person, and dentures with employer paying 50% of the premium costs, all funded from COLA diversions (new). Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule, updated annually.

Vision Care (new) - Maximum claim is \$60 every 24 months, funded from COLA diversions.

Pension Plan: Basic Benefit - \$13 (\$10.50) per month per year of past and future service.

Current Retirees - Benefits increased by 50¢ per month per year of service.

Safety Shoe Allowance: \$50 (\$30) per year.

ELECTRICAL PRODUCTS

Canadian Corporate Management Company Limited, Chromalox Canada Division at Toronto - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from April 29, 1985 to April 28, 1987, covering 500 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 29/85	Apr. 29/86
	General Increases	70¢	70¢
	Group 1 (includes Assembler Class 1)	\$11.4225 (\$10.7225)	\$12.1225
	Group F (includes Electrician Class 2)	\$14.15 (\$13.45)	\$14.85
Shift Premium:	0-33¢-33¢ (0-30¢-30¢). Effective April 29, 1986, 0-35¢-35¢.		
Paid Vacation:	6 weeks in the year of attainment of 25 years of service only (new).		
Bereavement Leave:	Grandchild is added to the provision for up to 3 days paid leave (new).		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$20,000 (\$18,000). <u>Long Term Disability Plan (new)</u> - Effective April 29, 1986, employer pays 100% of premium costs. Benefit is 60% of regular wages, commencing at the 49th week of illness. <u>Major Medical</u> - Plan is extended to include semi-private hospitalization (new), with deductibles of \$10 for single coverage and \$20 for family coverage. Employer pays 80% of premium costs. <u>Dental Plan</u> - Plan is extended to include Blue Cross Riders 1 and 4 (new). Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.		
Meal Allowance:	Effective June 26, 1985, \$4 (\$2.50) after 2 hours of overtime.		

Sunbeam Corporation (Canada) Limited at Toronto - Local 566, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 224 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 1/85	Sept. 30/85	Apr. 1/86
	General Increases		2%	3%
	Additional Adjustment	Wage grids modified		
	Group 7 (includes General Labour)	\$7.31-\$9.31 (\$9.31)	\$7.46-\$9.50	\$7.68-\$9.79
	Group 1 (includes Toolmaker)	\$12.22 (\$12.22)	\$12.46	\$12.83

Maximum rate for Group 7 is reached after 5 years (new).

Incentive Earners - Receive the same increases, except the start rate for Groups 3, 4, and 5 are reduced by \$1.79, \$1.81 and \$1.84 respectively. Maximum rates for these Groups are reached after 5 years (3 months.)

Lump Sum
Settlement
Payment:

\$100 per active employee the week of ratification.

Health and
Welfare:

Weekly Indemnity - Benefits that are terminated on the day of layoff will resume 17 weeks following layoff to a maximum of 26 weeks from the start date of the original weekly indemnity payments (new).

Pension Plan:

Basic Benefit - Effective April 30, 1986, \$11.75 (\$11) per month per year of service.

Early Retirement (new) - Effective April 30, 1986, employee retiring at age 55 with 10 years of service receives a pension benefit reduced by 3% for each year prior to age 65 and by 5% for each year prior to age 60.

Sangamo Canada at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (production, maintenance and shipping employees): A 24-month renewal agreement effective from April 1, 1985 to March 30, 1987, covering 280 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Apr. 1/85	Apr. 1/86
	General Increases	3%	3%
	Labour Grade 10 (includes Assembler Bench)	\$7.78-\$8.67 (\$7.55-\$8.42)	\$8.01-\$8.93
	Labour Grade 1 (includes Electrician- Maintenance)	\$12.02-\$12.78 (\$11.67-\$12.41)	\$12.38-\$13.16

Maximum rates are reached after 12 months.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$14,000 (\$12,000). Effective April 1, 1986, \$15,000.

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Safety Prescrip-
tion Glasses:

Maximum \$75 (\$50) per year. Effective April 1, 1986, \$100.

Safety Shoe
Allowance:

Maximum \$65 (\$50) per year.

Westinghouse Canada Inc. at London - Local 546, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 5, 1985 to April 4, 1988, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 5/85</u>	<u>Oct. 5/85</u>
	Increases	33¢-46¢	5¢
	Labour Grade 1	\$10.727 (\$10.397)	\$10.777
	Labour Grade (includes Maintenance Electrician)	\$13.550-\$13.969 (\$13.509)	\$13.598-\$14.019
	Effective	<u>Apr. 5/86</u>	<u>Apr. 5/87</u>
	Increases	15¢	12¢-16¢
	Labour Grade 1	\$10.927	\$11.047
	Labour Grade 13	\$13.602-\$14.169	\$13.613-\$14.329
	Previous rates reflect 69¢ COLA folded in during the previous agreement.		

Maximum rates for Labour Grades 7 to 13 are reached after 6 months (new).

Cost of Living Allowance: 1¢ per 0.32 point change in the Consumer Price Index - 1971=100, using the October 1985 index as the base. Adjusted and folded in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-45¢-45¢ (0-40¢-40¢).

Paid Vacation: 5 weeks after 20 (22) years of service and 6 weeks after 30 years (new).

Note: Employees receive the Health and Welfare, Pension, and other benefits negotiated between Westinghouse Canada Inc. and Local 505 of the Electrical Workers (UE). See the May 1984 Report, page 172.

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc. at Maitland - Local 28, Energy and Chemical Workers (CLC): A 22 1/2-month renewal agreement effective from June 12, 1985 to April 30, 1987, covering 517 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>June 12/85</u>	<u>May 1/86</u>
	General Increases	4.75%	4.25%

	<u>June 12/85</u>	<u>May 1/86</u>
Additional Adjustments	Restructuring of wage schedules for Power House and Production Operations employees	
Labourer	\$11.34 (\$10.83)	\$11.82
Electrician 1st Class	\$14.76 (\$14.09)	\$15.39
Shift Premium:	0-43¢-59¢ (0-38¢-52¢).	
12-Hour Night Shift Premium:	68¢ (60¢) per hour.	
Sunday Premium:	\$1.50 (\$1.40) per hour. Effective May 1, 1986, \$1.55.	
Lead Hand or Instructor Premium:	Effective June 12, 1985, 67¢ (62¢) per hour more than the highest paid employee in the group.	
T.E.L. Shower Premium:	33¢ (30¢) per hour when assigned to T.E.L. continuous shift operations and required to shower.	
Meal Allowance:	\$5 (\$4.50).	
Safety Shoe Allowance:	\$57.50 (\$55) for the first pair and \$28.75 (\$27.50) for all subsequent pairs per calendar year. Effective January 1, 1986, \$60 and \$30 respectively.	

MISCELLANEOUS MANUFACTURING

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 260 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>May 1/85</u>	<u>May 1/86</u>
General Increases		3.5%	3%
Skilled Trades Adjustments*		5¢	5¢
Assembly II		\$8.21-\$8.46 (\$7.93-\$8.17)	\$8.46-\$8.71
Tool and Die Maker I		\$14.14-\$14.38 (\$13.61-\$13.85)	\$14.62-\$14.86

* In lieu of an increase in the Tool Allowance.

Previous rates reflect 20¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance:	Effective for all hours worked after February 1, 1986, 1¢ per 0.375 point increase in the Consumer Price Index - 1971=100, from September 1985 to December 1985. 3 further quarterly adjustments, using the March 1986 index as the base. All 4 adjustments capped at 5¢ each and folded into wages. (Basic formula is unchanged.)
Shift Premium:	0-33¢-33¢ (0-32¢-32¢). Effective May 1, 1986, 0-35¢-35¢.
Paid Vacation:	5 weeks after 22 (23) years of service.
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit is \$276 (\$231) per week. <u>Dental Plan</u> - Effective July 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.
Pension Plan (new):	<u>Employer Contribution</u> - Effective June 26, 1985, 5¢ per hour worked to a Registered Retirement Savings Plan. Effective May 1, 1986, 10¢.
Meal Allowance:	\$5 (\$3).

TRANSPORTATION

Wardair Canada Inc., system-wide - Canadian Air Line Flight Attendants (CLC): A 24-month renewal agreement effective from April 17, 1985 to April 16, 1987*, covering 350 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 17/85</u>	<u>Apr. 17/86</u>
	Increase		No increase in wage scale for Flight Attendants hired before Nov. 1, 1983; 4% for those hired after Nov. 1, 1983

Flight Attendant

Hired after Nov. 1/83	\$15.00-\$19.15 (\$15.00-\$19.15)	\$15.60-\$19.92
0-30 months		
Hired before Nov. 1/83	\$21.39-\$30.18 (\$21.39-\$30.18)	\$21.39-\$30.18
0-6 years		

Purser is paid according to the Flight Attendant wage scale plus a premium of \$1.74 per hour after 18 months of service, progressing in 2 increments to \$1.92 after 30 months. Effective April 17, 1986, \$1.81 to \$2. (Previously, \$2.57 at start of employment, progressing in 8 increments to \$3.62 after 6 years.)

Flight Attendants hired before November 1, 1983 will not receive increment increases from June 7, 1985 to the end of the first contract year. Effective April 17, 1986, each employee will move up one level on the pay scale, regardless of their anniversary date. A cash payment of 4% of 1985 gross wages will be paid to employees at the maximum rate.

* Conditional reopener on certain rules and working conditions for new or modified types of aircraft or if company commences a domestic scheduled operation.

Lump Sum Settlement Payment: \$667 for each employee hired before November 1, 1983.

Public Relations Assignments Pay: \$3.50 (\$2.90) per hour or the federal minimum wage, whichever is greater, when assigned to Public Relations Assignments on off-duty days.

Training Allowance: Employee receives the greater of 2 hours of flight time pay at regular hourly rate for each day of attendance at Transport Canada Recurrent Training, or the federal minimum wage for each hour of attendance at such training. (Previously, \$4 per hour or the federal minimum wage, whichever was greater).

Jury and Witness Leave (new): Employer pays the difference between fees received and employee's block guarantee pay.

Health and Welfare: Sick Leave and Short/Long-Term Disability - Employee with 3 months of service is credited with 35 hours per month of service to a maximum of 200 (160) hours.

Canadian National Railway, TTR and Shawinigan Falls Railway, system-wide - Associated Non-Operating Railway Unions (AFL-CIO/CLC), comprising 4 non-operating unions: A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 6,700 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective Jan. 1/85	Jan. 1/86
General Increases	4%	4%
B&B Gang Labourer	\$10.588 (\$10.181)	\$11.012
Signal Foreman	\$16.74 (\$16.10)	\$17.41

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 6 weeks after 28 (30) years of service. Effective January 1, 1986, 5 weeks after 19 (20) years.

Bereavement Leave: Effective July 1, 1985, 3 days' paid leave upon death of common-law spouse (new).

Paid Maternity Leave (new):	Effective July 1, 1985, 15 weeks at the difference between 66 2/3% of weekly salary and U.I.C. benefit to a maximum \$345 per week. Effective January 1, 1986, 70% of weekly salary to a maximum \$370.
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000. <u>Life Insurance for Retirees</u> - Effective July 1, 1985, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service. <u>Weekly Indemnity</u> - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370. <u>Major Medical</u> - Effective July 1, 1985, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Effective January 1, 1986, maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new). <u>Vision Care (new)</u> - Effective January 1, 1986, maximum claim is \$100 per year for dependents under 18 and \$100 every 2 years for employee and dependents 18 and over. <u>Dental Plan</u> - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls for all employees in the Associated Non-Operating Railway Unions. Effective January 1, 1986, the same amount for pre-1977 pensioners or their survivors.
Mileage Allowance:	Effective January 1, 1986, 21¢ per kilometre.
Employment Security (new):	Employee with 8 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change. An employee with Employment Security whose position is abolished will be trained for another position.
Passes:	Present pass policies of the CNR for employees and pensioners in the service of the CNR on or prior to March 13, 1979 will be maintained for trains operated by VIA Rail Canada Inc.
Injury on Duty Pay (new):	Employee receives full wages for the day the injury was received.
Relocation Allowance:	\$550 (\$500).
Transportation Expenses:	\$140 (\$125) per employee and \$55 (\$50) per dependent, when moving to a new location. \$115 (\$105) for employee who does not wish to move. Effective January 1, 1986, \$120.
Property Sale Allowance:	\$7,700 (\$7,000).

Ontario Northland Railway - Associated Non-Operating Railway Unions (AFL-CIO/CLC),
comprising 4 non-operating unions: A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 580 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

The terms of this agreement are similar to those for Canadian National Railway as reported above, except that the provisions concerning pensions and passes do not apply to Ontario Northland Railway.

London Transit Commission - Division 741, Transit Union (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1985 to June 30, 1988, covering 406 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
	COLA Fold-in	30¢	30¢	30¢
	General Increases	4%	3.4%	3%
	Bus Operator	\$11.42-\$11.70 (\$10.68-\$10.95)	\$12.12-\$12.41	\$12.79-\$13.09
	Mechanic	\$12.45 (\$11.67)	\$13.18	\$13.89

Maximum rate for Bus Operator is reached after one year.

Cost of Living Allowance: 90¢ COLA float generated under an earlier agreement is folded into wages in 3 stages on July 1, 1985, 1986, and 1987.

Effective in the second year, 1¢ per full .25 point change in the Consumer Price Index - 1981=100, using the July, 1986 index as the base. Triggers at 3.4% and capped at 20¢. Adjusted quarterly. Effective in the third year, triggers at 3% above the July, 1987 index and capped at 25¢. (Previously, clause was inoperative.)

Health and Welfare: Long Term Disability - Effective February 1, 1986, benefit is \$700 (\$600) per month. Effective February 1, 1987, \$800.

Dental Plan - Effective February 1, 1986, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective February 1, 1987, periodontic and endodontic services added, with 50%-50% co-insurance and employer pays 100% of premium costs (new).

Safety Shoe Allowance: Maximum \$65 per year (\$60 every 15 months).

Clothing Allowance: Maximum \$125 (\$75) every two years for winter clothing for Inspector only.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements effective from April 1, 1985 to March 31, 1987, covering 322 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 1/85	Apr. 1/86
	General Increases	4.5%	4.25%
	Additional Adjustment	8¢ to Const. & Mtce. Lineman Journeyman prior to general increase	
	Classification Adjustments	Senior Clerk-Operations added to Group 5 (35 hours per week), and Operations Clerk, Group 1 deleted	
	<u>Outside Employees</u>		
	Group 8 (includes Labourer)	\$11.36-\$13.38 (\$10.87-\$12.80)	\$11.84-\$13.95
	Group 3 (includes Const. & Mtce. Lineman Journeyman)	\$17.14 (\$16.32)	\$17.87
	Group 1 (includes Technical Draftsman)	\$18.29-\$18.92 (\$17.50-\$18.10)	\$19.07-\$19.72
	<u>Inside Employees</u>		
	<u>Weekly Rates</u>		
	(35 hours per week)		
	Group 1 (File Clerk)	\$281.22-\$401.73 (\$269.11-\$384.43)	\$293.17-\$418.80
	Group 11 (Programmer Analyst)	\$657.25-\$698.51 (\$628.95-\$668.43)	\$685.18-\$728.20

Maximum rates for Labourer and Technical Draftsman are reached after 12 months, for File Clerk after 4 years and for Programmer Analyst after 3 years.

Cost of Living Allowance: Effective April 1986, 1% for each full 1% change in the Consumer Price Index - 1981=100 (1971=100), using the March 1986 index as the base. Adjusted quarterly. (Previously, provision was inoperative.)

Paid Vacation: 4 weeks after 8 (9) years of service.

Health and Welfare: Vision Care - Maximum claim is \$125 (\$100) every 2 years.
Dental Plan - Blue Cross Rider number 3 is added (new).

Meal Allowance: \$7 (\$6.75) after 2 hours of overtime.

Safety Shoe Allowance: \$70 (\$65) per year for group A and \$37 (\$35) per year for group B. Effective April 1, 1985, \$75 and \$40 respectively.

Ottawa Hydro Electric Commission - Local 1569, Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
General Increases		4.2%	4.2%
Truck Driver Ordinary		\$9.71-\$10.78 (\$9.32-\$10.35)	\$10.12-\$11.23
Lineman		\$9.76-\$15.91 (\$9.37-\$15.27)	\$10.17-\$16.58
Operator Generating Stations		\$12.92-\$14.64 (\$12.40-\$14.05)	\$13.46-\$15.25

Maximum rate for Truck Driver Ordinary is reached after 1 year, for Lineman after 5 years, and for Operator Generating Stations after 2 years.

Shift Premium: 0-55¢-55¢ (0-47¢-47¢).

On Call Pay: \$90 per week (unchanged) plus \$10 for holidays occurring during the week (new). Effective April 1, 1986, \$95 and \$12 respectively.

Health and Welfare: Vision Care (new) - Maximum claim is \$100 every 24 months.
Employer pays 100% of premium costs.

Meal Allowance: \$6.50 (\$6) after 2 hours of unplanned overtime.

Protective Equipment Allowance: \$165 per year for flame retardant clothing, prescription safety glasses and safety shoes or boots. Effective April 1, 1986, \$170. (Previously, \$40 per year for safety shoes, \$60 per year for safety boots, and employer supplied gloves.)

WHOLESALE TRADE

Samuel, Son & Co., Limited at Mississauga - Local 6398, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1985 to May 6, 1987, covering 350 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	May 6/85	May 6/86
General Increases		45¢	35¢
Job Class Increment		18¢ (17¢)	18¢
Additional Adjustment		Maintenance classifications added to wage group system	
Group 1 (Labour)		\$10.60 (\$10.15)	\$10.95
Group 14 (Electrician)		\$12.89-\$12.94 (\$12.31-\$12.36)	\$13.24-\$13.29
Previous rates reflect 20¢ COLA folded in during the previous agreement.			
Maximum rate for Electrician is reached after 4 months.			
Cost of Living Allowance:	1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the March 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)		
Shift Premium:	Effective May 6, 1986, 0-25¢-35¢ (0-25¢-30¢).		
Health and Welfare:	Life Insurance and A. D. & D. - Effective June 28, 1985, benefit is \$16,000 (\$15,000). Effective May 6, 1986, \$18,000.		
	Survivor Benefit (new) - Effective June 28, 1985, \$350 per month for widow until she remarries or is deceased, and \$125 per month for surviving children up to age 21.		
Pension Plan:	Basic Benefit - Effective June 28, 1985, \$14 (\$12) per month per year of service. Effective May 6, 1986, \$17.		
Meal Allowance:	Effective June 28, 1985, \$4.50 (\$4).		
Safety Shoe Allowance:	Effective June 28, 1985, \$5 (\$4.50) per month to a maximum \$60 (\$54) for #3 and #6 splitter crew and maintenance department employees and \$4.50 (\$4) per month to a maximum \$54 (\$48) for other employees.		

RETAIL TRADE

Simpsons Limited at Brampton, Etobicoke, Scarborough and Toronto - Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees):
 Eleven 31-month first agreements effective from May 31, 1985 to December 31, 1987, covering 1,238 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 31/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases		4%	4%
	<u>Weekly Rates</u> <u>Brampton</u> (Full-time employees)			
	Sales	\$208-\$277	\$216-\$288	\$225-\$300
	Non Commission	(\$208-\$277)		
	Special Events	\$255-\$338	\$265-\$352	\$276-\$366
	Co-ordinator	(\$255-\$338)		
	Maximum rates are reached on merit.			
Hours of Work:	7 1/2 hours per day, 37 1/2 hours per week.			
Overtime Pay:	Time and one-half for all hours worked beyond regular hours and, when eligible, double time for all work performed on Sunday.			
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and one floating day for a total of 10 days.			
Pay for Work on Paid Holidays:	Time and one-half for all hours worked plus another day off in lieu of the holiday.			
Paid Vacation:	3 weeks after 4 years of service, 4 weeks after 10 years, 5 weeks after 15 years, and 6 weeks after 20 years.			
Bereavement Leave:	Up to 5 days' paid leave upon death of spouse, child, parent, sister, brother, parent-in-law, son-in-law and daughter-in-law. Maximum 1 day's paid leave to attend funeral of aunt, uncle, grandparent, brother-in-law or sister-in-law not residing with employee, otherwise the 5-day provision applies.			
Jury Duty and Crown Witness Pay:	Employee receives the difference between regular pay and fees received.			
Employee Benefits:	A wide range of benefits including Life Insurance, Weekly Indemnity, Health and Dental Care were in effect prior to these agreements and continue on a co-insurance basis. Pension Plan, Employee Discounts and Travel Allowance, also in effect previously, continue. Further details are not available.			
Meal Allowance:	\$3.50 when employee works more than 10 hours in one day.			

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,851 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	4.7%	0.3% not compounded
	Teacher-Level 1 0-5 years	\$16,324-\$22,461 (\$15,591-\$21,453)	\$16,371-\$22,526
	Teacher-Level 4 0-11 years	\$21,249-\$35,218 (\$20,295-\$33,637)	\$21,310-\$35,319
	Teacher-Level 7 0-11 years	\$24,846-\$43,959 (\$23,731-\$41,986)	\$24,918-\$44,085
	Principal 0-3 years		
	B School	\$46,597-\$49,234 (\$44,505-\$47,024)	\$46,730-\$49,375
	A School	\$48,355-\$51,872 (\$46,185-\$49,544)	\$48,494-\$52,020
Responsibility Allowances:	Vice-Principal 0-2 years		
	B School	\$359 (\$343) per classroom to a maximum of \$1,795 (\$1,717)	\$360 per classroom to a maximum of \$1,800
	A School	\$2,828-\$4,265 (\$2,701-\$4,074)	\$2,836-\$4,278
	Consultant 0-2 years	\$2,828-\$4,265 (\$2,701-\$4,074)	\$2,836-\$4,278

East York Borough Board of Education - Local 463, Unit B, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 219 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	<u>Annual Rates</u>	
	Grade 3 (includes School Secretary)	\$16,286-\$18,925 (\$15,285-\$17,924)
	Grade 7 (includes Director's Secretary)	\$26,637-\$31,068 (\$25,636-\$30,067)
	Maximum rates are reached after 4 annual increases.	

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Effective August 1, 1985, coverage is based on 1984 (1983) Ontario Dental Association fee schedule.

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 550 employees, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/84	June 1/85
General Increases		3.5%	3.5%
Teacher-Category 1 0-11 years		\$21,258-\$34,273 (\$20,539-\$33,114)	\$22,002-\$35,473
Teacher-Category 4 0-13 years		\$25,163-\$43,528 (\$24,312-\$42,056)	\$26,044-\$45,051
Vice-Principal		\$48,862-\$50,639 (\$47,210-\$48,927)	\$50,572-\$52,411
Principal		\$55,023-\$58,339 (\$53,162-\$56,366)	\$56,949-\$60,381
Effective		Jan. 1/86	
General Increase		2.5%	
Teacher-Category 1		\$22,552-\$36,360	
Teacher-Category 4		\$26,695-\$46,177	
Vice-Principal		\$51,836-\$53,721	
Principal		\$58,373-\$61,891	

Responsibility Allowances: Increased by an average 5.8%.

Health and Welfare: Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule, updated each September.

Retraining and Summer Subsidy Fund: \$10,000 (\$3,000).

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 254 employees, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	Average Increases	4.2%	4.5%
	Teacher-Category I 0-10 years	\$19,900-\$34,620 (\$19,100-\$32,220)	\$20,800-\$36,200
	Teacher-Category IV 0-10 years	\$23,460-\$44,200 (\$22,510-\$42,420)	\$24,500-\$46,200
	Vice-Principal 0-2 years	\$48,000-\$52,000 (\$46,200-\$48,900)	\$50,000-\$54,000
	Principal 0-2 years	\$55,000-\$59,000 (\$52,670-\$56,830)	\$57,000-\$62,000
Cost of Living Provision:	Deleted. (Previously, COLA clause was inoperative.)		
Responsibility Allowances:	Increased by 4.2%. Effective September 1, 1985, increased by 2.4%.		

Kent County Board of Education at Chatham - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 430 employees, settled at the post mediation bargaining stage. Duration of negotiations - 16 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Mar. 1/85</u>
	Increases	4.9%-5%	1.1%-1.3%
	Teacher-Category I 0-11 years	\$20,475-\$34,725 (\$19,514-\$33,076)	\$20,750-\$35,150
	Teacher-Category IV 0-11 years	\$24,400-\$43,700 (\$23,233-\$41,614)	\$24,685-\$44,210
	Vice-Principal 0-2 years	\$48,075-\$51,675 (\$45,780-\$49,214)	\$48,625-\$52,275
	Principal 0-2 years	\$54,675-\$58,275 (\$52,075-\$55,508)	\$55,300-\$58,950
Responsibility Allowances:	Director	\$2,850 (\$2,835)	
	Special Assignment	\$2,850 (\$2,700)	
	Teacher		
	Major Department Head	\$2,600 (\$2,573)	
	Minor Department Head	\$2,300 (\$2,020)	
	Assistant Head	\$1,600 (\$1,575)	

Lakehead Board of Education at Thunder Bay - Local 2486, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
General Increases		4%	1%	4.15%
Cafeteria		\$7.443 (\$7.157)	\$7.518	\$7.830
Head Custodian Secondary School		\$11.814-\$12.131 (\$11.360-\$11.664)	\$11.933-\$12.252	\$12.428-\$12.760
Maintenance A - with Trade		\$12.956-\$13.276 (\$12.458-\$12.765)	\$13.085-\$13.408	\$13.630-\$13.965
Maximum rates are reached after three 6-month increases.				
Cost of Living Allowance:	Effective April 1, 1986, 1% per 1% change in the Consumer Price Index - 1971=100 for Thunder Bay, using the March 1985 index as the base. Triggers at 4.65% during the preceding 12-month period, for each quarterly adjustment. (Previously, clause was inoperative.)			
Shift Premium:	Effective January 1, 1986, 0-30¢-35¢ (0-25¢-30¢).			
Health and Welfare:	<u>Vision Care (new)</u> - Effective January 1, 1986, employer pays 50% of premium costs. Maximum claim for employees and dependents is \$200 every 24 months.			
Clothing Allowance:	\$174.24 (\$165.24) per year. Effective January 1, 1986, \$185.24. Part-time employees receive a pro-rated allowance based on hours worked.			
Certificate Allowance (new):	15¢ per hour for second and for each subsequent trade certificate.			

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,060 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
General Increases		4.26%	3%
Teacher-Category 1 0-10 years		\$20,746-\$35,132 (\$19,900-\$33,700)	\$21,368-\$36,186
Teacher-Category 4 0-10 years		\$25,385-\$46,548 (\$24,350-\$44,650)	\$26,147-\$47,944
Vice-Principal or Program Supervisor 0-2 years		\$52,569-\$55,464 (\$50,426-\$53,203)	\$54,146-\$57,128
Principal 0-3 years		\$57,827-\$62,171 (\$55,470-\$59,636)	\$59,562-\$64,036

		<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Responsibility Allowances:	Director	\$3,550 (\$3,450)	\$3,600
	Major Head or	\$2,800	\$2,850
	Minor Head	(\$2,700)	
	Department Assistant	\$1,050 (\$1,000)	\$1,100
Cost of Living Allowance (new):	Effective September 1, 1986, 1% per 1% increase in the Consumer Price Index - 1981=100, for the period April 1986 to April 1987. Triggered at 3%.		
Early Retirement Incentive Plan (new):	A full-time employee under 65 who will be retiring with pension benefits and has at least 10 continuous years of service but less than 34.5 years is eligible for this plan. The sums payable are as follows:		
	<u>Years of Service</u>	<u>Incentive Payment</u>	
	33.5-34.49	\$2,000	
	32.5-33.49	\$4,000	
	31.5-32.49	\$8,000	
	30.5-31.49	\$13,000	
Severance Pay (new):	A permanent teacher declared redundant and who is entitled to continued employment for the following school year may elect to receive severance pay of 50% of annual salary in lieu of continued employment.		

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 21-month renewal agreement effective from January 1, 1985 to September 30, 1986, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	55¢	2%
	<u>Weekly Rates</u> (35 hours per week)		
	Grade 1 (includes Mail Clerk)	\$243.09-\$289.89 (\$223.84-\$270.64)	\$247.95-\$295.69
	Grade VIII (Programmer/Analyst)	\$566.34-\$665.71 (\$547.09-\$646.46)	\$577.66-\$679.02
	Effective	<u>May 1/86</u>	
	General Increase	2% not compounded	

May 1/86

Grade 1 \$252.81-\$301.49

Grade VIII \$588.99-\$692.34

Maximum rates are reached after 6 annual increases.

Paid Vacation: Effective June 1, 1986, 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Car and Mileage Allowance: \$190 (\$175) per month, plus 9¢ per kilometre (unchanged) for employees using their own transportation. Effective January 6, 1986, \$200.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
General Increases		4.4%	0.67% non-compounded
Teacher-Category A1 0-10 years		\$22,461-\$36,870 (\$21,514-\$35,316)	\$22,605-\$37,107
Teacher-Category A4 0-10 years		\$26,185-\$45,310 (\$25,081-\$43,400)	\$26,353-\$45,600
Vice-Principal 0-3 years		\$48,833-\$53,346 (\$46,775-\$51,098)	\$49,146-\$53,689
Principal 0-3 years		\$55,117-\$60,665 (\$52,794-\$58,108)	\$55,471-\$61,054

Responsibility Allowances: Increased by 2.5%.

Health and Welfare: Life Insurance - Benefit is \$45,000 (\$25,000).

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Peel Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC) (office and clerical employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	July 1/84	July 1/85
	General Increases	5%	5%
	<u>Annual Rates</u>		
	Level 1 (includes Mail File Clerk)	\$13,301-\$14,330 (\$12,668-\$13,648)	\$13,966-\$15,047
	Level 7 (includes Senior Secretary)	\$20,620-\$22,410 (\$19,638-\$21,343)	\$21,651-\$23,531
	Maximum rates are reached after 30 months.		

Scarborough City Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/85
	General Increase	4.5% for Student, 8.7% for Cleaner
	Student	\$6.21-\$6.53 (\$5.94-\$6.25)
	Cleaner	\$6.83-\$7.49 (\$6.28-\$6.83)

Vacation Pay: 10% of total earnings after 17 (18) years of service.

Pay in Lieu of Fringe Benefits: 21¢ per hour, for cleaner classification (unchanged).

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 455 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/84	Sept. 1/85
	Increases	2%-3.87%	2%-4.64%
	Teacher-Group 1 0-11 years	\$20,980-\$35,650 (\$20,210-\$34,345)	\$21,955-\$37,215
	Teacher-Group 4 0-11 years	\$24,150-\$44,100 (\$23,265-\$42,485)	\$25,255-\$46,005

	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
Vice-Principal 0-4 years	\$50,430-\$53,650 (\$49,440-\$52,600)	\$51,440-\$54,720
Principal 0-4 years	\$56,330-\$59,630 (\$54,695-\$57,895)	\$58,020-\$61,420

Responsibility
Allowances:

Increased by 2% in each year for qualified employees only.

Health and
Welfare:

Vision Care (new) - Effective September 1, 1985, employer pays 85% of premium costs. Maximum claim is \$100 every 2 years .

Dental Plan - Coverage is based on the 1980 (1977) Ontario Dental Association fee schedule.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 550 employees, settled at the post mediation bargaining stage. Duration of negotiations - 18 months.

Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
General Increases	2%	2%
Teacher-Level D 0-6 years	\$14,311-\$22,285 (\$14,030-\$21,848)	\$14,597-\$22,733
Teacher-Level A1 0-10 years	\$18,748-\$32,298 (\$18,380-\$31,660)	\$19,123-\$32,943
Teacher-Level A4 0-12 years	\$22,758-\$42,222 (\$22,312-\$41,392)	\$23,213-\$43,061
Principal 0-2 years		
B Schools	\$45,846-\$47,682 (\$44,947-\$46,747)	\$46,763-\$48,636
A Schools	\$46,936-\$48,772 (\$46,016-\$47,816)	\$47,875-\$49,747

Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
General Increases	2%	1.5%
Teacher-Level D	\$14,889-\$23,187	\$15,112-\$23,536
Teacher-Level A1	\$19,505-\$33,605	\$19,798-\$34,108
Teacher-Level A4	\$23,678-\$43,922	\$24,033-\$44,577

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Principal		
B Schools	\$47,698-\$49,608	\$48,414-\$50,352
A Schools	\$48,833-\$50,743	\$49,565-\$51,503
Responsibility Allowances:	Increased on the dates shown above by the same percentage.	
Health and Welfare:	<u>Dental Plan</u> - Effective June 27, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule.	

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 201 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	<u>Weekly Rates</u> (35 hours per week)	
	Clerical Assistant	\$328.19-\$371.24 (\$308.94-\$351.99)
	Administrative Assistant	\$367.04-\$418.49 (\$347.79-\$399.24)
	Maximum rates are reached after 4 years.	

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Effective August 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Dispatching for Public Schools Allowance: \$1,700 (\$1,550) per year.

Toronto City Board of Education - Educational Assistants' Association (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 517 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	55¢
	<u>Annual Rates</u>	
	Educational Assistant	\$9,747-\$12,271 (\$9,024-\$11,548)
	Maximum rate is reached after 3 annual increases.	

Paid Vacation: 5 weeks in the calendar year an employee attains 17 (18) years of service.

Health and Welfare: Dental Plan - Effective August 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Toronto City Board of Education - Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	70¢
	Plasterer, Labourer	\$14.06 (\$13.36)
	Sheet Metal Worker	\$17.07 (\$16.37)

Lead Hand Premium: 69¢ (66¢) per hour.

Assistant Foreman Premium: 92¢ (88¢) per hour.

Substitute Foreman Premium: 69¢ (66¢) per hour.

Paid Vacation: 5 weeks in the calendar year an employee attains 17 (18) years of service.

Health and Welfare: Dental Plan - Effective August 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Transportation Allowance: Effective June 13, 1985, \$1.33 (\$1.25) per move.

Safety Footwear Allowance: Effective June 28, 1985, \$65 (\$63) per year.

Tool Allowance: Effective June 28, 1985, \$22 (\$21) per year.

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 725 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	Increases	3%	1%-2.5%
	Teacher-Level 1 0-4 years	\$19,513-\$25,529 (\$18,945-\$24,785)	\$19,708-\$25,784

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Teacher-Level 4 0-9 years	\$23,772-\$37,484 (\$23,080-\$36,392)	\$24,129-\$38,046
Teacher-Level 7 0-9 years	\$26,966-\$45,220 (\$26,181-\$43,903)	\$27,640-\$46,351
Vice-Principal or Consultant 0-2 years	\$46,008-\$48,593 (\$44,668-\$47,178)	\$46,698-\$49,322
Co-ordinator 0-2 years	\$47,658-\$50,698 (\$46,270-\$49,221)	\$48,373-\$51,458
Principal 0-4 years	\$50,121-\$56,841 (\$48,661-\$55,185)	\$50,873-\$57,694
Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
General Increases	3%	1.5%
Teacher-Level 1	\$20,299-\$26,558	\$20,603-\$26,956
Teacher-Level 4	\$24,853-\$39,187	\$25,226-\$39,775
Teacher-Level 7	\$28,469-\$47,742	\$28,896-\$48,458
Vice-Principal or Consultant	\$48,099-\$50,802	\$48,820-\$51,564
Co-ordinator	\$49,824-\$53,002	\$50,571-\$53,797
Principal	\$52,399-\$59,425	\$53,185-\$60,316

Education Allowance: Employer pays 50% of the cost of a professional course to a maximum \$300 (\$150).

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 660 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Increases		From 4.9% reduction to 5.5% increase	2%
Teacher-Category I 0-9 years		\$21,700-\$38,190 (\$22,813-\$37,078)	\$22,134-\$38,953
Teacher-Category IV 0-9 years		\$25,873-\$45,703 (\$25,914-\$44,372)	\$26,390-\$46,617
Consultant or Director 0-2 years		\$48,272-\$51,279 (\$45,866-\$49,785)	\$49,187-\$52,304

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Co-ordinator 0-2 years	\$49,836-\$53,381 (\$47,414-\$51,814)	\$50,813-\$54,449
Vice-Principal 0-2 years	\$50,314-\$53,930 (\$47,878-\$52,159)	\$51,300-\$55,008
Principal 0-2 years	\$55,322-\$61,333 (\$52,740-\$59,152)	\$56,408-\$62,560

	<u>Sept. 1/86</u>
Effective	
General Increase	3%
Teacher-Category I	\$22,798-\$40,122
Teacher-Category IV	\$27,182-\$48,016
Consultant or Director	\$50,663-\$53,873
Co-ordinator	\$52,337-\$56,082
Vice-Principal	\$52,839-\$56,658
Principal	\$58,100-\$64,437

Responsibility Allowances:	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Department Head	\$2,951 (\$2,855)	\$3,010
Assistant Director	\$2,158 (\$2,095)	\$2,201
Assistant Co-ordinator	\$1,854 (\$1,800)	\$1,891
Resource Teacher	\$1,854 (\$1,545)	\$1,891
Assistant Department Head	\$1,365 (\$1,325)	\$1,392
Music	\$540 (\$525)	\$550
Dean of Girls	\$515 (\$500)	\$525

Cost of Living Allowance: 0.1% per 0.1% increase in the Consumer Price Index - 1971=100, for the period April 1986 to April 1987. Triggered at 3%, capped at 5%, payable as a lump sum in June 1987 and folded into wages. (Previously, clause was deleted.)

York Region Board of Education at Aurora - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,710 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Sept. 1/85</u>
Effective	
Average Increase	4%
Teacher-Category D 0-5 years	\$16,528-\$22,958 (\$15,892-\$22,075)
Teacher-Category A1 0-11 years	\$22,358-\$37,829 (\$21,498-\$36,345)

Sept. 1/85

Teacher-Category A4 0-11 years	\$26,109-\$47,001 (\$25,284-\$45,193)
Principal 0-5 years	\$49,927-\$56,768
Less than 500 students	(\$46,358-\$52,937)
500 or more Students	(\$48,007-\$54,585)
Vice-Principal (new) 0-5 years	\$46,644-\$51,974

Health and
Welfare:

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 885 employees, settled with mediation assistance. Duration of negotiations - 18 months.

Wages:

Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
General Increases	3.7%	4.5%
Additional Adjustment		Start rate for Principal upgraded
Teacher-Category D 0-7 (0-6) years	\$15,416-\$23,265 (\$14,866-\$21,685)	\$16,110-\$24,312
Teacher-Category A1 0-11 years	\$20,833-\$35,392 (\$20,090-\$34,129)	\$21,770-\$36,985
Teacher-Category A4 0-12 years*	\$24,544-\$43,973 (\$23,668-\$42,404)	\$25,646-\$45,952
Principal		
B School 0-8 years*	\$42,950-\$52,455 (\$41,418-\$50,583)	\$50,731-\$54,815
A School 0-8 years*	\$45,466-\$55,404 (\$43,844-\$53,427)	\$53,813-\$57,897
Jr. High School 0-6 years*	\$48,759-\$57,268 (\$47,019-\$55,225)	\$55,761-\$59,845

* Effective September 1, 1985, 0-11 years for Teacher-Category A4 and 0-4 years for Principal.

Responsibility
Allowances:

Increased by 3.7%. Effective September 1, 1985, increased by 4.5%.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide
- various locals, Ontario Public Service Employees Union (NUPGE)
(CLC) (full-time academic staff, counsellors and librarians, and
partial load instructors): A 12-month agreement* effective from
 September 1, 1984 to August 31, 1985, covering 7,600 employees,
 settled by arbitration. Duration of negotiations - 12 months.

* An interim wage increase of 2% was implemented by back-to-work
 legislation during a work stoppage in November 1984.

Wages:	Effective	Sept. 1/84
	General Increase	4%
	Instructor	\$19,564-\$33,216
	0-10 steps	(\$18,812-\$31,938)
	Teaching Master	\$22,916-\$44,755
	or Counsellor	(\$22,035-\$43,034)
	0-16 steps	
	Librarian 1	\$23,708-\$31,899
	0-6 steps	(\$22,796-\$30,672)
	Librarian 2	\$27,763-\$35,952
	0-6 steps	(\$26,695-\$34,569)
Lump Sum Payment:	One-time payment equal to 4% of September 1, 1984 salary for all employees except partial load teachers, and prorated for full-time academic staff who were employed for only a part of the contract year.	
Bereavement Leave:	Effective June 10, 1985, minimum 3 (1) days' paid leave.	
Paid Maternity Leave (new):	2 weeks at 93% of regular salary plus 15 weeks at the difference between 93% of salary and the U.I.C. benefit.	
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$25,000 (\$5,000). <u>Dental Plan</u> - Effective July 1, 1985, coverage is based on the previous year's (1981) Ontario Dental Association fee schedule. Co-insurance eliminated (previously, 60%-40%). Blue Cross Rider #2 is added (new).	
Negotiating Committee Leave (new):	7 committee members to be paid for time period during which negotiations occur.	
Union Business:	Assignment load reduced by 6 (2) time units per week per College for full-time employee assisting in local union business.	

McMaster University at Hamilton - Local 532, Service Employees International (AFL-
 CIO/CLC): A 3 1/2-month renewal agreement effective from June
 14, 1985* to September 30, 1985, with wages retroactive to
 October 1, 1984, covering 230 employees, settled at the
 bargaining stage. Duration of negotiations - 7 1/2 months.

* Previous agreement expired September 30, 1984.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase	5%
	Custodian 1	\$8.66 (\$8.25)
	Electrician A	\$12.34 (\$11.75)

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month agreement resulting from a wage and benefits reopener provision during the last year of a 2-year agreement terminating April 30, 1986, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/85</u>
	General Increase	4.83%
	Building Custodian 1	\$8.81 (\$8.40)
	Electrician	\$13.03 (\$12.43)

Shift Premium: 0-24¢-49¢ (0-20¢-45¢).

Overtime Pay: Double time (time and one-half) for work on Sundays.

Paid Maternity and Adoption Leave (new): Effective July 1, 1985, 2 weeks at 95% of straight time pay plus an additional 15 weeks at the difference between 95% of straight time pay and U.I.C. benefit.

Health and Welfare: Long Term Disability - Effective July 1, 1985, employees currently on benefits and who were on benefits for between 2 and 5 years prior to 1983 receive a lump sum payment of 3% per disability year between 1980 and 1983 to a maximum of 12%.

Vision Care (new) - Effective July 1, 1985, employer pays 66-2/3% of premium costs. Maximum claim is \$100 every 24 months.

Hearing Aid (new) - Effective July 1, 1985, employer pays 66-2/3% of premium costs. Maximum claim is \$300 every 5 years.

Dental Plan - Effective July 1, 1985, major restorative dental services added on a 50%-50% co-insurance basis to a maximum of \$2,000 (new). Coverage is based on the 1983 (1982) Ontario Dental Association.

Continuation of Benefits (new) - Employer continues cost-sharing of premiums for O.H.I.P., Dental and L.T.D. for surviving spouse, dependent children and dependent student up to age 25 for 1 year after death of employee.

Pension Plan: Basic Benefit - 1.4% (1.05%) of final average earnings up to the average Year's Maximum Pensionable Earnings (YMPE) times years of service, plus 2% (1.5%) of final average earnings above YMPE times years of service, for employees who were under age 45 when hired.

Employer Contribution - 6.25% (6%) of salary.

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees): A 12-month agreement resulting from a wage and benefits reopener provision during the last year of a 2-year agreement terminating June 30, 1986, covering 820 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/85</u>
	General Increase	4.53%
	Additional Adjustment	\$8.55 per week to Stenographer Level 5, and corresponding adjustments to Levels 1 to 4

Weekly Rates
(35 hours per week)

Receptionist/Typist	\$233.49-\$283.74 (\$223.37-\$271.44)
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Technical Staff VI	\$525.82-\$706.93 (\$503.03-\$676.29)
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Maximum rates are reached on merit.

Merit Fund (new): 0.5% of gross salaries at June 30, 1985 to be distributed to employees at or beyond the job rate.

Paid Maternity and Adoption Leave (regular full-time) (new): 2 weeks at 95% of salary plus an additional 15 weeks at the difference between 95% of salary and U.I.C. benefit.

Health and Welfare: Long Term Disability - Lump sum payment of 3% of benefits per disability year to a maximum 12% for employees disabled for 2 or more years (new).

Vision Care (new) - Employer pays 66 2/3% of premium costs. Maximum claim is \$100 every 24 months.

Hearing Aid (new) - Employer pays 66 2/3% of premium costs. Maximum claim is \$300 every 5 years.

Dental Plan - Major restorative dental services added on a 50%-50% co-insurance basis to a maximum lifetime claim of \$2,000 (new). Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Continuation of Benefits (new) - Employer continues cost-sharing of premiums for O.H.I.P., Dental and L.T.D. for surviving spouse, dependent children and dependent student up to age 25 for 1 year after death of employee.

Pension Plan: Basic Benefit - 1.4% (1.05%) of final average earnings up to the average Year's Maximum Pensionable Earnings (YMPE) times years of service, plus 2% (1.5%) of final average earnings above YMPE, times years of service, for employees who were under age 45 when hired.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/85	May 1/86
	General Increases	5%	4.5%
	Cleaner I (Days)	\$8.85 (\$8.43)	\$9.25
	Trades III (includes Electrician)	\$15.64 (\$14.89)	\$16.34

Paid Holidays: 10 designated days (unchanged) plus 2 (1) additional days during the Christmas period if the additional days are granted to other staff.

Health and Welfare: O.H.I.P. - Employer pays 85% (75%) of premium costs. Effective May 1, 1986, 90%.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Meal Allowance: \$5 (\$4.50).

Safety Shoe Allowance: Maximum \$50 (\$45) per year.

Tool Allowance: Maximum \$40 (\$34) per year.

Hamilton Public Library Board - Local 932, Canadian Union of Public Employees (CLC) (full-time and part-time* employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 244 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Part-time employees are now covered by the agreement.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.25%	4.25%
	Card Typist/ General Duty Clerk	\$8.34-\$9.397 (\$8.00-\$9.014)	\$8.694-\$9.796
	Librarian II	\$14.684-\$16.841 (\$14.086-\$16.154)	\$15.308-\$17.557

Maximum rates are reached after 3 annual increases.

Health and Welfare: OHIP, Extended Health Care, Semi-Private Hospitalization, Vision Care, and Dental Plan - Part-time Employees - Employer pays 50% of premium costs (new).

Vision Care - Maximum claim is \$80 (\$60) every 24 months.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Education Allowance (full-time): Employer pays 50% of tuition fees upon registration in optional work-related course (unchanged), and 35% (25%) of tuition fees upon successful completion.

Meal Allowance: \$5.25 (\$5).

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 245 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.25%	4.25%
	<u>Annual Rates</u>		
	Clerical Code 1	\$15,634-\$18,678 (\$14,997-\$17,917)	\$16,299-\$19,472
	Librarian IV	\$33,478-\$40,664 (\$32,112-\$39,006)	\$34,900-\$42,393

Maximum rates are reached after 4 annual increases.

Sick Leave: Part-time employees receive 30¢ (28¢) per hour in lieu of sick pay.

Paid Maternity Leave (full-time) (new): Effective July 1, 1985, maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, after a 2-week waiting period.

Health and Welfare: O.H.I.P. and Extended Health Care Plan - Effective January 1, 1986, employer pays 100% of the premium cost for full-time employees on Long Term Disability for a maximum of 2 years. (Previously, employee paid.)

Effective January 1, 1986, employer pays 50% of premium cost for part-time employees (new).

Long Term Disability - Effective July 1, 1985, maximum monthly benefit is \$2,550 (\$2,500). Effective January 1, 1986, \$2,650.

Vision Care - Effective July 1, 1985, maximum claim is \$100 (\$75) every 24 months.

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

Norfolk Hospital Association at Simcoe - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 19, 1984 to January 18, 1986, covering 237 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 19/84	Jan. 19/85	June 18/85
General Increases		5%	4.5%	
Additional Adjustment				25¢ for R.N.A.
Housekeeping/ Dietary Aide		\$8,545-\$8,898 (\$8,138-\$8,474)	\$8,929-\$9,298	\$8,929-\$9,298
R.N.A.		\$9,658-\$10,011 (\$9,198-\$9,534)	\$10,093-\$10,461	\$10,343-\$10,711
Maintenance Class "A"		\$11,113-\$11,478 (\$10,584-\$10,931)	\$11,613-\$11,994	\$11,613-\$11,994

Shift Premium: 0-35¢-35¢ (0-28¢-28¢). Effective January 19, 1984, 0-40¢-40¢.

Health and Welfare: Semi-Private Hospitalization - Employer pays 75% (50%) of premium costs.

Hearing Aid and Vision Care Plan (new) - Effective October 1, 1985, employer pays 75% of premium costs, with maximum claim of \$60 every 24 months for vision care and \$300 lifetime benefit for hearing aid.

Acting Pay: Employee receives an additional 10% of straight time hourly rate when acting in a supervisory position for the majority of hours in a full shift. (Previously, clause was inoperative.)

North York General Hospital at North York - Local 204, Service Employees International* (AFL-CIO/CLC): A 10-month renewal agreement effective from January 23, 1985** to November 15, 1985, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previously Canadian Union of Public Employees (CLC).

** Previous agreement with CUPE expired September 28, 1984.

Wages:	Effective	<u>Sept. 29/85</u>
	Adjustment	Wage schedule restructured and upgraded
	Housekeeping Aide	\$9.12-\$9.37 (\$8.96-\$9.23)
	R.N.A.	\$10.34-\$10.56 (\$10.10-\$10.43)
	Senior Electronic Technician	\$13.42-\$13.82 (\$13.48-\$13.88)
Maximum rate for Housekeeping Aide is reached after 2 (1) annual increases, for R.N.A. after 2 annual increases, and for Senior Electronic Technician after 6 months.		
Bereavement Leave:	Up to 3 days' paid leave upon death of brother-in-law, sister-in-law, son-in-law, daughter-in-law and step-parent (new).	
Clothing Allowance (new):	Maximum \$50 per year towards purchase of uniforms for eligible employee.	
Meal Allowance (new):	Eligible employee receives \$4 towards purchase of a meal.	

Parkwood Hospital and McCormick Home for the Aged at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Three 24-month renewal agreements* effective from January 19, 1984 to January 18, 1986, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 17 months.

* Previously, four collective agreements covered the above locations, and Veteran's Care Centre, Western Counties Wing and Grand Avenue Home, which are now part of Parkwood Hospital.

Wages:	Effective	<u>Jan. 19/84</u>	<u>Jan. 19/85</u>	<u>Apr. 19/85</u>
	General Increases	5%	4.5%	
	Additional Adjustment			15¢ for R.N.A.
	Housekeeping Aide	\$8.79-\$8.89 (\$8.37-\$8.47)	\$9.19-\$9.29	\$9.19-\$9.29
	R.N.A.	\$10.02-\$10.12 (\$9.53-\$9.64)	\$10.48-\$10.58	\$10.63-\$10.73

	<u>Jan. 19/84</u>	<u>Jan. 19/85</u>	<u>Apr. 19/85</u>
Building Equipment Operator (new)	\$13.03-\$13.13	\$13.62-\$13.72	\$13.62-\$13.72
Maximum rates are reached after 2 annual increases.			
Shift Premium:	0-35¢-35¢ (0-28¢-28¢). Effective January 19, 1985, 0-40¢-40¢.		
Vacation Pay (part-time):	Effective April 1, 1985, 4.2% (4%) after 1 year of service, 4.6% (4%) after 2 years. Effective April 1, 1986, 6% after 1 year.		
Pay for Work on Paid Holidays (part-time):	Effective January 1, 1986, 2 1/2 (1 1/2) times regular pay.		
Acting Pay:	10% of regular pay (\$3) for acting in a supervisory capacity for the majority of a 7 1/2 hour shift.		
Paid Maternity Leave (new):	Effective July 15, 1985, maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, paid after a 2-week waiting period.		
Health and Welfare:	<u>Hearing Aid and Vision Care Plan (new):</u> Effective August 1, 1985, employer pays 75% of premium costs, with maximum claim of \$60 every 24 months for vision care and \$300 lifetime benefit for hearing aid.		

Beverly Enterprises Canada Limited, previously Bestview Holdings Limited and Bestview Services Limited, at various Ontario cities - Christian Labour Association (Ind.): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 315 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Oct. 1/85</u>	<u>Apr. 1/86</u>
General Increases		3%	3%	5%
Additional Adjustment		35¢ to R.N.A.		
Housekeeping Aide		\$8.27-\$8.88 (\$8.03-\$8.62)	\$8.52-\$9.15	\$8.95-\$9.61
Cook		\$9.24-\$9.82 (\$8.97-\$9.53)	\$9.52-\$10.11	\$10.00-\$10.62
R.N.A.		\$9.46-\$10.11 (\$8.84-\$9.48)	\$9.74-\$10.41	\$10.23-\$10.93

Maximum rates are reached after 3 annual increases.

Vacation Pay (part-time):	Effective June 19, 1985, 6% (4%) after 8,000 hours of service.
Health and Welfare (full-time):	<u>Vision Care (new)</u> - Effective July 1, 1985, employer pays 100% of premium costs. Maximum claim is \$60 every 2 years. <u>Dental Plan</u> - Effective October 1, 1985, coverage is based on the 1985 (1981) Ontario Dental Association fee schedule.
Mileage Allowance:	20¢ (15¢) per kilometre for work-related travel.
Union Leave (new):	1 paid day per year for a maximum of 5 stewards per home to attend steward seminars.

Thunder Bay City Corporation, Homes for the Aged - Local 268, Service Employees International (AFL-CIO/CLC): A 27-month renewal agreement effective from April 1, 1984 to June 28, 1986, covering 439 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Aug. 1/84</u>
	Increases	50¢ or 5%, whichever is greater	23¢, except no increase for Utilityman and Engineer Handyman
	Housekeeping Aide	\$7.7387-\$7.9578 (\$7.2387-\$7.4578)	\$7.9687-\$8.1878
	R.N.A.	\$8.8630-\$9.0820 (\$8.3630-\$8.5820)	\$9.0930-\$9.3120
	Engineer Handyman	\$10.9263-\$11.4639 (\$10.4060-\$10.9180)	\$10.9263-\$11.4639
	Effective	<u>Jan. 1/85</u>	<u>Apr. 1/85</u>
	Increases	23¢, except no increase for Utilityman and Engineer Handyman	50¢ or 5%, whichever is greater
	Housekeeping Aide	\$8.1987-\$8.4178	\$8.6987-\$8.9178
	R.N.A.	\$9.3230-\$9.5420	\$9.8230-\$10.0420
	Engineer Handyman	\$10.9263-\$11.4639	\$11.4726-\$12.0371
	Maximum rates are reached after 2 years.		

Cost of Living Provision: Deleted. (Previously, COLA clause was inoperative.)

Hours of Work:	Effective August 11, 1985, 1950 (2080) hours per year.
Sick Leave (Full-time):	Effective June 26, 1985, 2 casual, non-cumulative days every 4 months beginning January through December in each year, to provide benefits for the first and second day of illness where the insured plan does not pay benefits (new).
Court Attendance Pay:	Effective August 1, 1985, employee subpoenaed to attend court or coroner's inquest on regular days off, in connection with cases arising from work-related duties, will either have the day off re-scheduled or receive regular straight time pay for hours attending hearing (new).
Health and Welfare:	Dental Plan - Effective June 28, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 278 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	Average Increases	3%	3%
	<u>Annual Rates</u>		
	Range AC3 (includes Clerk Typist)	\$14,500-\$20,900 (\$14,045-\$20,275)	\$14,900-\$21,500
	Range AC8 (includes Purchasing Agent)	\$31,400-\$35,500 (\$30,485-\$34,425)	\$32,300-\$36,500
	Maximum rates are reached on merit. Ranges have \$100 steps. (Previously, service progression in lower ranges with a fixed number of steps).		

Continuous Shift Premium (new): In lieu of shift and weekend premium, \$1,000 per year for employees working minimum 6 months in continuous shift operation. Effective July 1, 1986, \$1,040.

Health and Welfare: Dental Plan - Coverage is based on 1985 (1984) Ontario Dental Association fee schedule, with 60%-40% (50%-50%) co-insurance. Effective April 1, 1986, the 1986 O.D.A. fee schedule.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (full-time and part-time computer systems administration group employees): A 13-month renewal agreement effective from March 30, 1985 to April 30, 1986, covering 1,755 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 30/85</u>	<u>Dec. 31/85</u>
General Increase		3.5%	
Additional Adjustment			6 (5) step wage grid for CS-2 and CS-3
<u>Annual Rates</u>			
CS-1		\$19,423-\$32,694 (\$18,766-\$31,588)	\$19,423-\$32,694
CS-3		\$38,650-\$44,702 (\$37,343-\$43,190)	\$38,650-\$46,210
CS-5		\$50,666-\$63,583 (\$48,953-\$61,433)	\$50,666-\$63,583

Maximum rate for CS-1 is reached after seven 6-month and five 12-month increases, for CS-3 after 4 annual increases and for CS-5 after 6 annual increases. Effective December 31, 1985, for CS-3 after 5 annual increases.

Weekend Premium:	45¢ (35¢) for all regularly scheduled hours worked on a 7-day continuous operation, in addition to shift premium when applicable.
Holiday Pay (part-time) (new):	4% in addition to straight-time pay in lieu of pay for designated holidays.
Paid Maternity Leave (new):	Eligible employee receives 93% of regular salary for the first two weeks and the difference between 93% of regular salary and U.I.C. benefit for up to 15 additional weeks.

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 185, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
General Increases		4.25%		4.35%*
Additional Adjustments			Wage groups reclassified, with up to 62¢ classification adjustment	5¢ for Labourer and Janitor
Wage Group 1 (includes Labourer)		\$11.21 (\$10.75)	\$11.21	\$11.75

	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
Wage Group 15 (10) (includes Auto Mechanic)	\$14.00 (\$13.43)	\$14.57	\$15.20

* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.

Shift Premium:	40¢ (39¢) per hour for shifts commencing between 1 p.m. and 5 a.m. on weekdays. Effective January 1, 1986, 42¢.
Weekend Premium:	40¢ (39¢) per hour for regularly scheduled day shift. Effective January 1, 1986, 42¢. 80¢ (78¢) for shifts commencing between 1 p.m. and 5 a.m. Effective January 1, 1986, 84¢.
Paid Vacation:	Effective January 1, 1986, 4 weeks after 9 (10) years of service.
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1985, 75% of regular salary to a maximum of \$1,800 (\$1,500) per month. Effective January 1, 1986, \$2,000.

Dental Plan - Effective October 1, 1985, orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 added. Employer pays 100% of premium costs (new). Effective January 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Hearing Aid (new) - Effective July 1, 1985, employer pays 100% of premium costs. Maximum claim is \$300 every 5 years.

Tool Allowance:	\$120 (\$100) per year for Mechanics and apprentices.
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Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Oct. 1/85</u>
	General Increases	4.13%	2.12%
	<u>Annual Rates</u>		
	Constable 3rd Class	\$27,151 (\$26,074.27)	\$27,727.01
	Constable 1st Class	\$34,362.87 (\$33,000.00)	\$35,091.26
	Staff Sergeant	\$43,286.63 (\$41,569.69)	\$44,204.29
	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	4%	1%*

Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
Constable 3rd Class	\$28,836.03	\$29,124.36
Constable 1st Class	\$36,494.87	\$36,859.85
Staff Sergeant	\$45,972.36	\$46,432.23

* Conditional Adjustment - If the June 1986 Consumer Price Index - 1971=100, exceeds the June 1985 index by more than 5%, the additional percentage will be folded into the July 1, 1986 wage rates. There will be a further 12-month review in December 1986 if the above formula does not trigger.

Paid Vacation: 6 weeks after 24 (25) years of service. Effective January 1, 1986, 5 weeks after 16 (17) years, 6 weeks after 23 (24) years.

Health and Welfare: Dental Plan - Effective July 1, 1985, maximum benefit for dentures and restorative services is \$1,500 (\$1,000) per year. Effective January 1, 1986, employer pays 100% of premium costs for employee's widow or spouse to age 65 (new).

Paramedical Services (new) - Effective July 1, 1985, employer pays 100% of premium costs. Maximum benefit is \$400 per year.

Meal Allowance: Effective June 1, 1985, \$5 for one meal only (\$3.50 for first and subsequent meals).

Clothing Allowance: Effective January 1, 1986, \$850 (\$800) per year.

Kingston City Corporation including Rideaucrest Home for the Aged - Local 109, Canadian Union of Public Employees (CLC) (inside and outside employees): A 36-month renewal agreement* effective from January 1, 1985 to December 31, 1987, covering 510 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

* Previously two collective agreements.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>July 1/86</u>
General Increases		4.2%	3%	15¢
	<u>Rideaucrest Home</u>			
Maid	\$8.83-\$9.26 (\$8.47-\$8.89)	\$9.09-\$9.54	\$9.25-\$9.69	
R.N.A.	\$9.35-\$10.38 (\$8.97-\$9.96)	\$9.63-\$10.69	\$9.78-\$10.84	
	<u>Inside Employees</u>			
Group 4 (includes Typist 1)	\$8.85-\$9.84 (\$8.50-\$9.45)	\$9.12-\$10.14	\$9.27-\$10.29	

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>July 1/86</u>
	Group 13-9 (includes Planner 1)	\$14.05-\$16.42 (\$13.49-\$15.76)	\$14.47-\$16.91	\$14.62-\$17.06

Outside Employees

Labourer	\$10.72 (\$10.29)	\$11.04	\$11.19
Licensed Mechanic "A"	\$12.58 (\$12.07)	\$12.96	\$13.11

Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	3%	10¢

Rideaucrest Home

Maid	\$9.53-\$9.98	\$9.63-\$10.08
R.N.A.	\$10.07-\$11.17	\$10.17-\$11.27

Inside Employees

Group 4 (includes Typist 1)	\$9.59-\$10.60	\$9.69-\$10.70
Group 13-9 (includes Planner 1)	\$15.06-\$17.57	\$15.16-\$17.67

Outside Employees

Labourer	\$11.53	\$11.63
Licensed Mechanic "A"	\$13.50	\$13.60

Maximum rate for Maid is reached after 12 months, for Typist 1 after 24 months, for R.N.A. after 24 months and for Planner 1 after 48 months.

Cost of Living Allowance (new): 1% per 1% increase in the Consumer Price Index - 1981=100, from the November 1984 to the November 1986 index. Triggered at 3%, capped at 5% above the trigger in both years, and folded into wages July 1, 1986 and 1987.

Shift Premium: Effective January 1, 1986, 0-40¢-40¢ (0-35¢-35¢). Effective January 1, 1987, 0-45¢-45¢.

Paid Vacation: Effective January 1, 1986, 1 additional week in the year the employee attains 25 years of service only. Employees with 25 or more years of service prior to January 1, 1986 receive the additional week in 1986.

Effective January 1, 1987, 4 weeks after 9 (10) years of service and 5 weeks after 17 (18) years.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: Life Insurance - Effective January 1, 1986, benefit is one and one-half times (one times) annual salary with a minimum of \$15,000. Effective January 1, 1987, two times annual salary.

Dental Plan - Effective January 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule. Effective January 1, 1987, Blue Cross Dental Plan No. 9 (7) with coverage based on the 1986 O.D.A. fee schedule.

Rideaucrest Home

Effective July 1, 1985, regular part-time employees receive the same benefits as full-time employees.

Effective January 1, 1986, 11% (10%) in lieu of benefits for casual part-time employees. Effective January 1, 1987, 12%.

Clothing Allowance (Rideaucrest Home): Effective January 1, 1986, \$110 (\$100) per year. Effective January 1, 1987, \$120.

Safety Shoe Allowance: Effective January 1, 1986, \$60 (\$55) per year. Effective January 1, 1987, \$70 per year.

Niagara Regional Board of Commissioners of Police at Thorold - Police Association (Ind.) (police officers and office employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 550 police officers, and a 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 150 office employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
General Increases		3%	3%	4.5% for police officers
Classification Adjustments		\$220.75 for Sergeant, \$329.14 for Staff Sergeant		
<u>Annual Rates</u> <u>Police Officers</u>				
Cadet III		\$18,131.36 (\$17,603.26)	\$18,675.80	\$19,515.69
Constable 1st Class		\$34,106.58 (\$33,113.18)	\$35,129.78	\$36,710.62
Staff Sergeant		\$40,522.05 (\$39,012.66)	\$41,737.68	\$43,615.88

Health and Welfare:	Employer pays 100% of premium costs for the following: <u>Hearing Aid (new)</u> - Maximum claim is \$300 every 3 years. <u>Para-Medical Services (new)</u> - Maximum claim is \$300 per year. <u>Psychologist Services (new)</u> - Maximum claim is \$1,000 per year.
Clothing Allowance:	Maximum \$800 (\$771.75) per year for plainclothes officers.
Cleaning Allowance:	Maximum \$125 (\$110) per year for cleaning of uniform and equipment.

Peel Regional Municipality, Works Department at Brampton - Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987, covering 212 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/85	Feb. 1/86	Aug. 1/86
General Increases		4.25%	4%	0.25%
Labourer		\$10.44 (\$10.01)	\$10.86	\$10.89
Licensed Mechanic A		\$12.30 (\$11.80)	\$12.80	\$12.83

Shift Premium: Effective June 19, 1985, 0-37¢-37¢ (0-35¢-35¢).

Paid Vacation: 6 weeks after 25 (28) years of service.

Health and Welfare: Life Insurance - Effective July 1, 1985, benefit is 2 times annual salary to a maximum of \$40,000 (\$35,000).

Dental Plan - Effective July 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective February 1, 1986, the 1985 O.D.A. fee schedule.

Clothing Allowance: Effective June 19, 1985, \$80 (\$75) per year, pro-rated for probationary employees.

Tool Allowance: Effective June 19, 1985, \$140 (\$135) per year for Mechanics, pro-rated for probationary employees.

Safety Prescription Glasses (new): Employer pays 50% of the cost to a maximum of \$75 of one pair every 2 years.

Scarborough City Corporation - Local 545, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 439 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4.25%	4.25%*
	Group 2 (includes Junior Records Clerk-in-training)	\$14,359.51-\$15,437.09 (\$13,774.11-\$14,807.76)	\$14,969.79-\$16,093.17
	Group 18 (includes Technical Planner-Works)	\$32,546.60-\$40,316.55 (\$31,219.76-\$38,672.95)	\$33,929.83-\$42,030.00
	Maximum rate for Junior Record Clerk-in-training is reached after 18 months, and for Technical Planner-Works after 54 months.		
	* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.		
Shift Premium:	Effective January 1, 1986, 0-42¢-42¢ (0-40¢-40¢).		
Weekend Premium:	Effective January 1, 1986, 84¢ (77¢).		
Paid Vacation:	Effective January 1, 1986, 4 weeks after 9 (10) years of service.		
Paid Maternity Leave (new):	Effective July 1, 1985, maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, after a 2-week waiting period.		
Health and Welfare:	<u>Life Insurance for Retirees (new)</u> - Effective January 1, 1986, benefit is \$1,000. <u>O.H.I.P. and Extended Health Care</u> - Effective January 1, 1986, employer pays 25% of premium costs for employees on Long Term Disability. (Previously, employee paid.) <u>Long Term Disability</u> - Effective June 17, 1985, maximum benefit is \$2,650 (\$2,600) per month. Effective January 1, 1986, \$2,750.		

Scarborough City Corporation - Local 368, Canadian Union of Public Employees (CLC)
 (outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 573 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/85	June 24/85	Jan. 1/86
	General Increases	4.25%		4.25%*
	Additional Adjustments		3¢-14¢ for certain classifications	
	Group 404 (includes Labourer)	\$11.35 (\$10.89)	\$11.35	\$11.83

	<u>Jan. 1/85</u>	<u>June 24/85</u>	<u>Jan. 1/86</u>
Group 441 (includes Licensed Mechanic)	\$14.36 (\$13.77)	\$14.50	\$15.12

* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.

Shift Premium:	Effective June 20, 1985, 0-41¢-41¢ (0-40¢-40¢). Effective January 1, 1986, 0-42¢-42¢.		
Weekend Premium:	Effective June 20, 1985, 80¢ (77¢). Effective January 1, 1986, 84¢.		
Paid Vacation:	Effective January 1, 1986, 4 weeks after 9 (10) years of service.		
Health and Welfare:	<u>Life Insurance for Retirees (new)</u> - Effective June 20, 1985, benefit is \$1,000.		
	<u>O.H.I.P. and Extended Health Care</u> - Effective June 20, 1985, employer pays 25% of premium costs for employees on Long Term Disability. (Previously, employee paid.)		
	<u>Long Term Disability</u> - Effective June 20, 1985, maximum benefit is \$1,900 (\$1,800) per month. Effective June 1, 1986, \$2,000.		
	<u>Vision Care</u> - Effective July 1, 1985, maximum claim is \$100 (\$75) every 24 months.		

Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (inside and outside employees): Five 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 10,600 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.25%	4.25%*
	<u>Metro Agreements</u>		
	<u>Inside Employees</u>		
	Clerk Grade 5	\$8.12-\$9.50 (\$7.79-\$9.11)	\$8.47-\$9.90
	Planner	\$16.45-\$22.82 (\$15.78-\$21.89)	\$17.15-\$23.79
	<u>Outside Employees</u>		
	Labourer	\$11.26 (\$10.80)	\$11.74

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
Machinist	\$14.89 (\$14.28)	\$15.52
Marine Engineer Grade 2	\$16.04 (\$15.39)	\$16.72

City Agreements

Inside Employees

Mail Clerk	\$7.91-\$9.89 (\$7.59-\$9.49)	\$8.25-\$10.31
Senior Real Estate Appraiser	\$20.84-\$22.91 (\$19.99-\$21.98)	\$21.73-\$23.88

Outside Employees

Labourer	\$11.25 (\$10.79)	\$11.73
Auto Mechanic	\$15.67 (\$15.03)	\$16.34

* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.

Maximum rate for Mail Clerk and Senior Real Estate Appraiser is reached after 3 annual increases, and for Planner after 6 annual increases.

Shift Premium:	Effective June 24, 1985, 0-40¢-40¢ (0-39¢-39¢). Effective January 1, 1986, 0-42¢-42¢.
Weekend Premium:	Effective June 24, 1985, 80¢ (78¢) per hour for all regular hours worked on the afternoon and/or night shifts ending on a Saturday and/or a Sunday of a regularly scheduled work week.
Standby Pay (Local 79):	\$7.50 (\$5) per hour for a regular work day, and \$13 (\$10.50) per hour for a non-scheduled work day.
Paid Vacation:	Effective January 1, 1986, 4 weeks after 9 (10) years of service.
Bereavement Leave:	1 day's paid leave if unable to attend funeral of parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent and grandchild because of the distance to be travelled (new).
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1985, benefit is 75% of basic salary to a maximum of \$1,700 (\$1,500) per month. Effective July 1, 1986, \$2,000. <u>Dental Plan</u> - Effective January 1, 1986, maximum lifetime orthodontic benefit is \$2,000 (\$1,000).
Car Allowance (Local 79):	Effective June 24, 1985, 23¢ (22¢) per kilometre. Effective January 1, 1986, 24¢.

Clothing Allow- \$47.50 (\$45).
ance (Local 79)
(Nursing Attendant):

CONSTRUCTION

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-
wide except Quebec - Labourers (AFL-CIO): A 24-month renewal
agreement effective from May 1, 1985 to April 30, 1987, covering
500 Ontario employees, settled at the bargaining stage. Duration
of negotiations - 1 month.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	General Increase		*
	Rodman	\$18.58 (\$18.58)	
	Specialized Labourer	\$19.96 (\$19.96)	

* Hourly package increase will be calculated as follows: the percentage increase in the Consumer Price Index from January 1, 1985 to December 31, 1985 will be applied to the Driller wage rate and the resulting dollar amount will be added to all classifications. The minimum increase will be equal to the wage increase in 1985 in the agreement between the Pipe Line Contractors Association of Canada and the International Operating Engineers (Mainline Pipeline Agreement).

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Overtime Pay: Double time for all hours worked beyond 12 (10) hours per shift.

Travel Time Pay: Straight time rate for time spent returning to warehouse or marshalling point (unchanged), for up to 1 hour at the end of the shift (new).

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-
wide except Quebec - Teamsters (Ind.): A 24-month renewal
agreement effective from May 1, 1985 to April 30, 1987, covering
200 Ontario employees, settled at the bargaining stage. Duration
of negotiations - 1 month.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	General Increase		*
	Pick-up, Pilot Car or Truck	\$23.39 (\$23.39)	
	Lowbed Driver	\$25.96 (\$25.96)	

* Hourly package increase will be calculated as follows: the percentage increase in the Consumer Price Index from January 1, 1985 to December 31, 1985 will be applied to the Bus Driver wage rate and the resulting dollar amount will be added to all classifications.

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Overtime Pay: Double time for all hours worked beyond 12 (10) hours per shift.

Travel Time Pay: Straight time rate for time spent returning to warehouse or marshalling point (unchanged), for up to 1 hour at the end of the shift (new).

Ottawa Construction Association at OLRB Areas 14, 15 and 31* - Local 93, Carpenters (AFL-CIO) (Non-ICI construction): A 35-month renewal agreement effective from June 6, 1985** to April 30, 1988, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously, OLRB Areas 15 and 31.

** Previous agreement expired April 30, 1985.

Package:	Effective	<u>June 6/85</u>
	Increase	\$1, except rates for residential low-rise construction reduced to 80% of ICI rates

Carpenter

Zone 3, Pembroke	\$19.22 (\$18.22)
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Zone 1, Ottawa	\$21.50 (\$20.50)
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Carpenter, low-rise residential

Zone 3, Pembroke	\$15.38 (\$18.22)
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Zone 1, Ottawa	\$17.20 (\$20.50)
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Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Hours of Work (residential low-rise): 9 (8) hours per day, 45 (40) hours per week.

Welfare Fund: 50¢ (25¢) per hour worked.

Pension Fund: \$1 (75¢) per hour worked.

Addenda

April 1985 Settlement

COMMUNICATION

Canada Post Corporation, Canada-wide - Public Service Alliance (CLC) (non-supervisory general services and general labour and trades employees): A renewal agreement expiring December 31, 1986, covering 800 Ontario employees,* settled at the conciliation officer stage and ratified in April 1985. Duration of negotiations - 9 months.

* General Services employees were previously included in a Treasury Board agreement that expired January 4, 1985. General Labour and Trades employees were previously included in a Treasury Board agreement that expired November 4, 1984.

Wages:

Employees hired
after May 21, 1985

Effective	<u>June 30/85</u>	<u>June 30/86</u>
Increases	*	24¢
Postal Technical Support 1	\$9.31-\$9.71	\$9.55-\$9.95
Postal Systems Technician 9	\$14.78-\$15.38	\$15.16-\$15.76
<u>Effective</u>	<u>Dec. 31/86</u>	
Increase	25¢-39¢	
Postal Technical Support 1	\$9.80-\$10.20	
Postal Systems Technician 9	\$15.55-\$16.15	

* Wage schedule restructured, with maximum rates to be reached in 3 increments within 1 year. Rates for existing employees will increase in 5 stages, beginning on January 5, 1985 for General Services employees, and beginning on November 5, 1984 for General Labour and Trades employees, with the final increase effective September 7, 1986, to equal the maximum rates in the new wage schedule that will be in effect on December 31, 1986.

General Labour and Trades

Overtime Pay:

Double time after 2 hours of overtime, and for all hours worked on scheduled days off, with a minimum of 3 hours' pay at double time. (Previously, double time after 16 hours worked in any 24-hour period, and after 8 hours on the first scheduled day off, with a minimum 4 hours' pay at straight time.)

Pay for Work on Paid Holidays:	Double time for all hours worked, or straight time plus one paid day off in lieu. (Previously, time and one-half, and double time after 8 hours.)
Reporting Pay:	Straight time for all hours worked or for regular scheduled hours, whichever is greater. (Previously, minimum 4 hours' pay at straight time.)
Standby Pay:	Standby eliminated. (Previously, \$6 per 8-hour shift and \$12 on scheduled day off or holiday.)
Call-Back Pay:	Minimum 3 (4) hours' pay at overtime (straight time) rate.
Acting Pay:	Employee is paid at the rate of the higher classification for all hours after a minimum 3 (1) days acting in the higher classification.
Shift Premium:	81¢ when at least half the shift is between 6 p.m. and 6 a.m. (40¢ when at least half the shift between 10 p.m. and 2 a.m., 30¢ when at least half the shift between 6 p.m. and 10 p.m. or between 2 a.m. and 6 a.m.). Effective November 5, 1985, 85¢. Effective January 5, 1986, 85¢ for all hours worked between 6 p.m. and midnight, \$1.05 for all hours worked between midnight and 6 a.m. Premiums payable for all shift hours if at least half the shift is between the respective hours.
Weekend Premium:	\$1.01 (40¢). Effective November 5, 1985, \$1.05.
Paid Vacation:	4 weeks after 7 (10 for general labour and trades, 8 for general services) years of service, 6 weeks after 30 years (new), and 7 weeks after 35 years (new).
Bereavement Leave:	Up to 4 paid days' leave upon death of grandparent (new).
Paid Maternity Leave (new):	Effective May 21, 1985, 2 weeks at 93% of regular weekly wages plus an additional 15 weeks at the difference between 93% of regular weekly wages and U.I.C. benefits, prorated for part-time employees.
Health and Welfare:	<u>OHIP</u> - Employer pays 70% (50%) of premium costs. <u>Major Medical (new)</u> - Employer pays 100% of premium costs. <u>Dental Plan (new)</u> - Effective May 21, 1985, employer pays 100% of premium cost for full-time and part-time employees. Annual deductibles of \$25 for single coverage and \$50 for family coverage. 80%-20% co-insurance on basic dental services, 70%-30% on major dental services, and 50%-50% on orthodontics. Maximum claims for basic and for major dental services are each \$1,000 per person per year, and for orthodontics is \$1,000 per child.
Meal Allowance:	\$6 (\$4) after 2 (3) hours of overtime. Paid meal period of 1/2 hour at time and one-half after 3 hours of overtime. (Previously, \$3 meal allowance for each additional 4-hour period of overtime.)
Job Security:	No layoffs during the term of the agreement, providing employee transfers within a 40-kilometre radius if required (new).

May 1985 Settlements

FOOD AND BEVERAGE

Kellogg Salada Canada Inc. at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 24, 1985 to March 29, 1987, covering 200 employees, settled with mediation assistance and ratified in May 1985. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 24/85</u>	<u>Mar. 24/86</u>
	Increases		
	Categories 1-6	52¢	50¢
	Categories 7-14	5.5%	5%
	Category 1 (Packer)	\$9.75 (\$9.23)	\$10.25
	Category 14 (includes Electrician)	\$14.53 (\$13.77)	\$15.26

Shift Premium: 0-31¢-39¢ (0-31¢-36¢).

Health and Welfare: Life Insurance - Benefit is \$4,000 (unchanged) per year of service to a maximum of \$18,000 (\$15,000). Effective March 24, 1986, to a maximum of \$20,000.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective March 24, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service. Effective March 24, 1986, \$14.

TRANSPORTATION

United Parcel Service Canada, Ltd., province-wide - Locals 91, 141, 879 and 880, Teamsters (Ind.): A 36-month renewal agreement effective from February 16, 1985 to February 15, 1988, covering 650 employees, settled with mediation assistance and ratified in May, 1985. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 16/85</u>	<u>Feb. 16/86</u>
	Increases (maximum rates)*		
	Full-time Employees	60¢-70¢	60¢-70¢
	Part-time and Casual Employees	30¢	30¢

	<u>Feb. 16/85</u>	<u>Feb. 16/86</u>
Driver (Package Car)	\$9.000*-\$12.000 (\$8.550-\$11.400)	\$9.450-\$12.600
Feeder Driver- Tractor Trailer Doubles	\$9.207*-\$12.275 (\$8.740-\$11.650)	\$9.694-\$12.925
Class A Mechanic	\$10.500*-\$14.000 (\$9.975-\$13.300)	\$11.025-\$14.700

Effective Feb. 16/87

Increases
(maximum
rates)*

Full-time Employees	60¢-70¢
Part-time and Casual Employees	30¢
Driver (Package Car)	\$9.900-\$13.200
Feeder Driver- Tractor Trailer Doubles	\$10.182-\$13.575
Class A Mechanic	\$11.550-\$15.400

* Newly hired full-time employees receive 70% of the maximum rates shown. After-probation rate shown is 75% of maximum rate. Maximum rates are reached after 210 days worked.

Cost of Living Allowance:	10¢ per 1% increase in the Consumer Price Index - 1981=100, using the January 1985 index as the base. Triggered at 5% (8%) in each year. Annual adjustments, paid as a lump sum in March 1986, 1987 and 1988. (Basic formula is unchanged. Previously, formula did not trigger.)
Overtime Pay (Feeder Driver):	Time and one-half after 45 (50) hours of work per week or 9 (10) hours per day.
Paid Vacation:	4 weeks after 10 years of service (new).
Paid Holidays:	12 (10) days for full-time seniority employees, except if seniority attained before August 15, then 11 (10) days in the following year only.

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - province-wide Ontario Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 5,430 employees, settled by arbitration in May 1985. Duration of negotiations - 14 months.

Wages: Effective July 1/84

General Increase 5%

Full-time Employees
Annual Rates

Clerk Grade 1 \$14,075-\$15,117
(Clerical Division) (\$13,405-\$14,397)
(36.25 hours per week)

Liquor Store Clerk \$20,625-\$22,314
Grade 2 (40 hours per week) (\$19,643-\$21,251)

Licence Inspector \$27,503-\$32,286
Grade 2 (40 hours per week) (\$26,193-\$30,749)

Electronic Technician \$32,418-\$34,459
(37.5 hours per week) (\$30,874-\$32,818)

Additional Adjustment - Effective May 1, 1985, 5% for all part-time and temporary employees except cashiers, plus an additional 50¢ for temporary warehouse employees.

Maximum rates are reached on merit.

Health and Dental Plan - Effective May 1, 1985, coverage is based on the
Welfare: 1985 (1983) Ontario Dental Association fee schedule.

EDUCATION AND RELATED SERVICES

Nipissing District Roman Catholic Separate School Board at North Bay - Ontario
English Catholic Teachers' Association and Association des
Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 421 employees, settled at the bargaining stage and ratified in May 1985. Duration of negotiations - 4 months.

Wages: Effective Sept. 1/85

General Increase 1.73%

Teacher-Category D \$16,341-\$21,113
0-5 years (\$16,063-\$20,754)

Teacher-Category A1 \$21,602-\$35,093
0-11 years (\$21,235-\$34,496)

Teacher-Category A4 \$25,481-\$44,801
0-11 years (\$25,048-\$44,039)

Responsibility Principal - B School \$5,345-\$7,016 (\$5,254-\$6,898)
Allowances: 0-3 years
 Co-ordinator \$3,341 (\$3,284)
 Consultant \$1,760 (\$1,730)
 Teacher Designate \$334 (\$328)
 Department Head at \$1,000 (new)
 St. Joseph-Scollard
 Hall Catholic Secondary
 School

Lunch Hour Supervision (new): Effective for the 1985-86 school year, \$60,000 prorated to reflect the number of students in each sector of the elementary panel is provided for the purpose of hiring personnel for noon-hour supervision duty.

Health and Welfare: Life Insurance - Employer pays 100% (75%) of premium costs.
Dental Plan - Employer pays 75% (60%) of premium costs.

Sick Leave Credit Gratuity: Maximum \$9,000 (\$8,000) immediately prior to retirement for teacher with 10 years of service.

HEALTH AND WELFARE SERVICES

York-Finch General Hospital at North York - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 19 1/2-month first agreements effective from April 1, 1984 to November 15, 1985, covering 370 employees, settled at the post conciliation bargaining stage and ratified in May 1985. Duration of negotiations - 12 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>June 2/85</u>
	Increases	5%	*	*
	<u>Full-time</u>			
	Light Duty Cleaner	\$8.241-\$8.490 (\$7.849-\$8.086)	\$8.94-\$9.17	\$9.14-\$9.37
	R.N.A.	\$9.363-\$9.815 (\$8.917-\$9.348)	\$10.14-\$10.36	\$10.34-\$10.57
	Electrician	\$12.503 (\$11.908)	\$12.29	\$12.29

* Wage adjustments necessary to create parity with Etobicoke General Hospital by June 2, 1985.

Maximum rate for Light Duty Cleaner is reached after 2 annual increases and for R.N.A. after 3 annual increases.

Hours of Work: 7 1/2 hours per day.

Overtime Pay: Time and one-half for all hours worked beyond regular shift.
Two and one-half times for all hours worked beyond regular shift.

Call-Back Pay: Effective November 1, 1985, minimum 3 hours' pay at time and one-half, called back when on standby after completion of regular shift.

Time and one-half for hours worked when called back immediately prior to commencement of regular shift.

Two and one-half times or 3 hours' pay at time and one-half, whichever is greater, when called back after completion of a regular shift on a paid holiday.

Reporting Pay (full-time):	Effective November 1, 1985, minimum 4 hours' pay at regular straight time rate for employees required to report for work with less than 1 hour's notice.
Standby Pay:	Effective November 1, 1985, \$1.40 per hour.
Shift Premium:	0-35¢-35¢. \$2.62 per afternoon or night shift for employee required to rotate on 2 or more shifts.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized.
Paid Vacation (full-time):	3 weeks after 3 years of service and 4 weeks after 12 years. Effective June 1, 1985, 4 weeks after 10 years. Full-time R.N.A.'s hired prior to June 1, 1985, 3 weeks after 1 year and 4 weeks after 5 years.
Bereavement Leave:	3 days' paid leave in the event of the death of a parent, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, guardian or step-parent.
Court Attendance Pay:	Employee subpoenaed to attend court or coroner's inquest on regular days off, in connection with cases arising from work-related duties, will either have the day off re-scheduled or receive regular straight time pay for hours attending hearing.
Jury Duty and Crown Witness Pay:	Employee receives the difference between regular daily wages and payment received as juror or witness.
Educational Leave (full-time):	Leave with pay to be granted for the purpose of writing examinations to upgrade employment qualifications. Employer pays the full costs of required job-related courses.
Health and Welfare (full-time):	<u>Life Insurance</u> - Employer pays 90% of premium costs. Minimum benefit is \$3,000, to a maximum of two times annual salary. <u>O.H.I.P. and Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>Extended Health Care Plan</u> - Employer pays 75% of premium costs. Deductibles are \$10 for single coverage and \$20 for family coverage. <u>Dental Plan</u> - Employer pays 50% of premium costs for Blue Cross plan number 9 or equivalent. Coverage is based on the current year's Ontario Dental Association fee schedule.
Payment in Lieu of Fringe Benefits (part-time):	Effective June 2, 1985, 12% of regular straight time hourly rate.
Clothing Allowance:	\$50 per year, or employer will supply uniforms where required.

Meal Allowance: \$4 or a hot meal provided after 3 hours of overtime.

Safety Footwear Allowance: \$25 per year for designated employees.

LOCAL ADMINISTRATION

Oshawa City Corporation, Public Works Department (Maintenance and Traffic Engineering Divisions) and Community Services Department (Parks and Property, and Civic Auditorium and Arenas Divisions) - Local 250, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from April 1, 1985 to March 31, 1986, covering 220 employees, settled at the bargaining stage and ratified in May 1985. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/85	Oct. 1/85
	General Increases	4%	1%
	Labourer, Caretaker	\$11.91 (\$11.45)	\$12.03
	Grade 2 Mechanic	\$15.00 (\$14.42)	\$15.15

Shift Premium: Effective May 12, 1985, 0-54¢-54¢ (0-49¢-49¢).

Saturday and Sunday Premium: Effective May 12, 1985, 54¢ (49¢) per hour.

Premium Pay (Washroom Attendant): Effective May 12, 1985, 54¢ (49¢) per hour for 16 hours per week.

Stand-by Pay: \$6 (\$5.75) per day. \$42 (\$40.25) per week for Animal Control employee. \$4.25 per day for employee on the Public Works Department Winter Call Board who is on the two shift on-call rotation (new).

Acting Pay: Employee receives the maximum rate for the higher classification when assigned for more than 1 hour (for half-day or shift).

Health and Welfare: Long Term Disability - Effective June 1, 1985, maximum benefit is \$1,500 (\$1,300) per month.

Dental Plan - Effective June 1, 1985, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO

JANUARY TO JUNE 1985
CUMULATIVE INDEX BY EMPLOYER

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

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Canadian General-Tower Ltd., Cambridge and Rubber Workers (AFL-CIO/CLC)	May	197
Canadian National Institute for the Blind, Ontario Div., province-wide and Service Employees Intl. (AFL-CIO/CLC)	Mar.	117
Canadian National Railway, TTR and Shawinigan Falls Railway, system-wide and Associated Non-Operating Railway Unions (AFL-CIO/CLC)	June	248
Canadian Pacific Airlines Ltd., Canadian Pacific Hotels Div., Royal York Hotel, Toronto and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	May	216
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees Assn. (Ind.)	Mar.	114
Canadian Timken Ltd., St. Thomas and United Steelworkers (AFL-CIO/CLC)	May	189
Carleton Board of Education, Nepean and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	227
Carleton Roman Catholic Separate School Board, Nepean and Ont. English Catholic Teachers' Assn. (Ind.)	Feb.	49
Carleton Roman Catholic Separate School Board, Ottawa and Employees Assn. (Ind.) (full-time and part-time office, clerical, maintenance, plant operations and transportation empls.)	Apr.	152
Carrier Canada Ltd., Brampton and Sheet Metal Workers (AFL-CIO/CLC)	June	241
Central Park Lodges, Intercity and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Jan.	29

CFTO-TV Ltd., Toronto and Broadcast Employees (NABET) (CLC) (technical, production, news and office divs.)	May	201
Chatham Public General Hospital and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Feb.	60
Children's Aid Society of Metropolitan Toronto and CUPE (CLC)	May	215
Cluett, Peabody Canada Inc., The Arrow Co. Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	132
Commonwealth Holiday Inns of Canada Ltd., (Holiday Inn of Ottawa-Centre), Delta Hotels Ltd., Operating Inn of the Provinces, Four Seasons Hotels Ltd., Talisman Motor Inn, Lord Elgin Hotel and York Hanover Hotels Ltd. (The Skyline Ottawa), Ottawa and Hotel Employees (AFL-CIO/CLC)	Mar.	117
Connaught Laboratories Ltd., Toronto and Bolton and Energy and Chemical Workers (CLC)	Apr.	147
Consolidated-Bathurst Inc., Wood Products Div., Braeside and Woodworkers (AFL-CIO/CLC)	June	238
Consumers Distributing Co. Ltd., Mississauga and other southern Ontario centres and Teamsters (Ind.) (warehouse empls. and drivers)	Mar.	102
The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres and Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empls.)	Jan.	14
Consumers Imco Inc., previously Ethyl-Imco Inc., Mississauga and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Apr.	148
Cooper Industries, Crouse-Hinds Canada Ltd. Div., previously Crouse-Hinds Canada Ltd., Toronto and Auto Workers (CLC)	Apr.	144
Cuddy Food Products Ltd., London and Food and Commercial Workers (AFL-CIO/CLC)	June	235
Cyanamid Canada Inc., Niagara Falls and Electrical Workers (UE) (CLC)	Apr.	147
Cyanamid Canada Inc., Welland Plant, Niagara Falls and Energy and Chemical Workers (CLC)	Jan.	12
Dashwood Industries Ltd., Centralia and Carpenters (AFL-CIO)	Jan.	7
de Havilland Aircraft of Canada Ltd., Toronto and Auto Workers (CLC) (office, technical, and production empls.)	Mar.	84
Dominion Textile Inc., Caldwell Div., Iroquois and United Textile Workers (AFL-CIO/CLC)	Mar.	78
Dominion Textile Inc., Long Sault Fabrics Plant, Long Sault and United Textile Workers (AFL-CIO/CLC)	Mar.	80
Dominion Textile Inc., Long Sault Yarns Plant, Long Sault and United Textile Workers (AFL-CIO/CLC)	Mar.	79
Dow Chemical Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Feb.	44
Du Pont Canada Inc., Maitland and Energy and Chemical Workers (CLC)	June	245
Dufferin County Board of Education, Orangeville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	207
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and CUPE (CLC) (maintenance, service and plant operations empls.)	Mar.	103
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	103
Duo-Matic/Olsen Inc., Tilbury and United Steelworkers (AFL-CIO/CLC) (production and office empls.)	June	239
Durham Board of Education, Oshawa and CUPE (CLC) (full-time and part-time custodial, maintenance, cafeteria empls. and drivers)	Apr.	153
Durham Board of Education, Oshawa and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	254
Durham Board of Education, Oshawa and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	154

Durham Region Roman Catholic Separate School Board, Oshawa and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	16
Durham Regional Municipality (Works Dept.), Whitby and CUPE (CLC)	Jan.	26
Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton and CUPE (CLC)	Feb.	61
Dylex Ltd., Weston Apparel Manufacturing Co. Div., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	186
East York Borough Board of Education and CUPE (CLC)	June	255
T. Eaton Co. Ltd., Brampton, Scarborough, St. Catharines and Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	May	205
Electro Porcelain Co. Ltd., Waterloo and United Steelworkers (AFL-CIO/CLC)	Mar.	95
Emerson Electric Canada Ltd., Motor Div., Napanee and Electrical Workers (UE) (CLC)	Jan.	12
Essex County Roman Catholic Separate School Board, Essex and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	208
Essex International of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	Jan.	27
Etobicoke City Board of Education and CUPE (CLC) (caretakers, maintenance and other empls.)	Feb.	50
Etobicoke City Corp. and CUPE (CLC) (outside empls.)	June	278
F. W. Fearman Co. Ltd., Burlington and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	4
Federal Pioneer Ltd., Bramalea and Communications and Electrical Workers (CLC)	Mar.	94
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Feb.	43
Firestone Canada Inc., Firestone Steel Products of Canada Div., London and Auto Workers (CLC)	Mar.	86
Ford Electronics Manufacturing Corp., Markham, previously Philco-Ford of Canada Ltd., Toronto and Machinists (AFL-CIO/CLC)	Jan.	11
Forsyth Trading Co., John Forsyth Co. Div., Kitchener, Waterloo and Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	132
Foster Wheeler Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Feb.	37
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	154
Gates Canada Inc., Brantford and Rubber Workers (AFL-CIO/CLC)	Jan.	5
General Foods Inc., Cobourg and Food and Commercial Workers (AFL-CIO/CLC) (production and laboratory empls.)	May	183
Great Northern Apparel Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	81
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	104
Griffith Mine, Pickands Mather & Co., Bruce Lake and United Steelworkers (AFL-CIO/CLC)	Mar.	98
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	104
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside and outside empls.)	May	216
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	May	203
Hamilton Public Library Board and CUPE (CLC) (full-time and part-time empls.)	June	271

Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Feb.	46
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Mar.	99
Hamilton-Wentworth Regional Board of Commissioners of Police and Police Assn. (Ind.)	June	279
Hand Assn. of Sewer, Watermain and Road Contractors, Hamilton and Labourers (AFL-CIO)	Apr.	174
Harding Carpets Ltd., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	6
Hastings County Board of Education, Belleville and Ont. Secondary School Teachers' Fed. (Ind.)	June	256
Hendrie and Co. Ltd., Toronto and Railway, Transport and General Workers (CLC)	Apr.	149
Honeywell Ltd., Scarborough and Auto Workers (CLC)	Mar.	97
Huron County Board of Education, Clinton and Ont. Secondary School Teachers' Fed. (Ind.)	June	256
iiI Ltd., Toronto and Carpenters (AFL-CIO)	Jan.	7
Inco Ltd., Ontario Div., Port Colborne and Sudbury and United Steelworkers (AFL-CIO/CLC)	May	199
Interbake Foods Ltd., London and Grain Millers (AFL-CIO/CLC)	June	235
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Mar.	83
Jacuzzi Canada Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Feb.	39
Kayser-Roth Canada Ltd., London and Clothing and Textile Workers (AFL-CIO/CLC)	June	237
Kellogg Salada Canada Inc., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	291
Kendan Manufacturing Ltd., Windsor and Auto Workers (CLC)	June	240
Kent County Board of Education, Chatham and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	257
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Div., Longlac and Carpenters (AFL-CIO)	Feb.	44
Kingston City Corp. including Rideaucrest Home for the Aged and CUPE (CLC) (inside and outside empls.)	June	280
L.O.F. Glass of Canada Ltd., Collingwood and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Apr.	145
Lake Ontario Steel Co. Ltd., Whitby and United Steelworkers (AFL-CIO/CLC)	Apr.	137
Lakehead Board of Education, Thunder Bay and CUPE (CLC) (full-time and part-time empls.)	June	257
Lakehead District Roman Catholic Separate School Board, Thunder Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	16
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.)	Mar.	110
Lambton County Board of Education, Sarnia and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	105
Lanark County Board of Education, Perth and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Jan.	17
Lanark County Board of Education, Perth and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	50
Lancia-Bravo Foods, Toronto and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Apr.	130
Laurentian University Board of Governors, Sudbury and Faculty Assn. (Ind.)	Feb.	59
Lear Siegler Industries Ltd., General Seating Div., Kitchener and Auto Workers (CLC) (office and plant empls.)	Jan.	10

Leeds and Grenville County Board of Education, Brockville and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Jan.	18
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	51
Lever Detergents Ltd., Toronto and Teamsters (Ind.)	Mar.	96
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO)	Apr.	133
Liberty Furniture Industries Ltd., Concord and Toronto and United Steelworkers (AFL-CIO/CLC)	Apr.	136
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Apr.	155
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (office and technical empls.)	Apr.	156
Lincoln County Board of Education, St. Catharines and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	106
Lincoln County Board of Education, St. Catharines and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	51
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide and Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary empls.)	June	292
London Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	May	208
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	258
London City Corp. and CUPE (CLC) (inside empls.)	May	217
London City Corp. and CUPE (CLC) (outside empls.)	Apr.	172
London City Corp. and Ont. Fire Fighters (Ind.)	May	218
London City Public Utilities Commission and CUPE (CLC)	Feb.	46
London Transit Commission and Transit Union (AFL-CIO/CLC)	June	250
MacMillan Bloedel Ltd., Sturgeon Falls and Cdn. Paperworkers (CLC)	Jan.	8
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Apr.	163
McMaster University, Hamilton and Service Employees Intl. (AFL-CIO/CLC)	June	268
Metropolitan Separate School Board, Toronto and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	June	259
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	156
Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors Assn. and Labourers (AFL-CIO)	May	223
Metropolitan Toronto Apartment Builders Assn. and Labourers (AFL-CIO)	May	221
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC) (full-time and part-time empls.)	Apr.	167
Metropolitan Toronto, The Cities of Scarborough, Etobicoke, York, North York and Toronto and The Borough of East York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	123
Microtel Ltd., previously AEL Microtel Ltd., Brockville and Communications and Electrical Workers (CLC)	May	194
Montfort Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Mar.	112
Motor Wheel Corp. of Canada Ltd., Chatham and Auto Workers (CLC)	May	191

Muskoka County Board of Education, Bracebridge and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	52
Nabisco Brands Ltd., Consumer Foods Div., Niagara Falls and Firemen and Oilers (AFL-CIO/CLC)	Apr.	130
National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations, various locations in Ontario and Hull, Que. and Teamsters (Ind.)	Apr.	175
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	75
William Neilson Ltd., Halton Hills Dairy, Georgetown and Teamsters (Ind.)	Mar.	73
Nestle Enterprises Ltd., Libby, McNeill and Libby of Canada Div., Chatham and Wallaceburg and Auto Workers (CLC) (production and office empls.)	Mar.	121
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	118
Niagara Regional Board of Commissioners of Police, Thorold and Police Assn. (Ind.) (police officers and office empls.)	June	282
Niagara Regional Municipality, Homes for Senior Citizens, Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC) (full-time and part-time empls.)	Feb.	61
Niagara South Board of Education, Welland and CUPE (CLC) (full-time and part-time maintenance, service and plant operations empls.)	Apr.	158
Nipissing District Roman Catholic Separate School Board, North Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	293
Norfolk County Board of Education, Simcoe and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	52
Norfolk County Board of Education, Simcoe and Ont. Secondary School Teachers' Fed. (Ind.)	May	209
Norfolk Hospital Assn., Simcoe and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	June	273
North American Plastics Co. Ltd., Wallaceburg and Auto Workers (CLC)	May	198
North Shore District Roman Catholic Separate School Board, Blind River and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	18
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	Mar.	106
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teacher aides)	May	209
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	June	251
North York General Hospital, North York and Service Employees Intl. (AFL-CIO/CLC)	June	273
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston and London and Auto Workers (CLC) (office, clerical and technical empls.)	Mar.	92
Northern Telecom Canada Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B. and Auto Workers (CLC) (hourly rated empls.)	Mar.	90
Northern Telecom Canada Ltd., Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ont., Winnipeg, Man., Saskatoon, Sask., and Edmonton and Calgary, Alta. and Communications and Electrical Workers (CLC) (installers, shop, warehouse and office empls.)	Mar.	93
Northern Telephone Ltd., province-wide and Communications and Electrical Workers (CLC) (plant and office empls.)	May	202

Northumberland and Newcastle Board of Education, Cobourg and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	158
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	159
Ontario College of Art, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (sessional, part-time and casual non-academic empls.)	Mar.	110
Ontario Concrete and Drain Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	May	221
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ontario (Ind.)	Mar.	113
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Empls. Union (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	June	268
Ontario Form Work Assn., province-wide and Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	May	224
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Jan.	25
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	167
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	168
Ontario Jockey Club, Woodbine and Greenwood Race Tracks, Toronto, Mohawk Race Track, Campbellville and Fort Erie Race Track and Hotel Employees (AFL-CIO/CLC) (food service empls.)	Apr.	168
Ontario Northland Railway and Associated Non-Operating Railway Unions (AFL-CIO/CLC)	June	250
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (full-time and part-time empls.)	May	204
Oshawa City Corp. and CUPE (CLC) (full-time and part-time inside empls.)	May	219
Oshawa City Corp., Public Works Dept. (Maintenance and Traffic Engineering Divs.) and Community Services Dept. (Parks and Property, and Civic Auditorium and Arenas Divs.) and CUPE (CLC)	June	296
Ottawa Area Ready Mix Companies, Ottawa and Teamsters (Ind.)	May	197
Ottawa Board of Education and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Jan.	19
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	210
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	19
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	260
Ottawa City Corp. and Ottawa-Carleton Regional Municipality and CUPE (CLC) (full-time inside and outside empls.)	May	220
Ottawa Construction Assn., OLRB Areas 14, 15 and 31 and Carpenters (AFL-CIO) (Non-ICI construction)	June	288
Ottawa Hydro Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	252
Ottawa-Carleton Children's Aid Society, Ottawa and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Mar.	115
Ottawa-Carleton Regional Transit Commission, Ottawa and Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	Mar.	100

Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	53
Parkwood Hospital and McCormick Home for the Aged, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	June	274
Peel Board of Education, Mississauga and CUPE (CLC) (full-time custodial and maintenance empls.)	Feb.	53
Peel Board of Education, Mississauga and CUPE (CLC) (office and clerical empls.)	June	260
Peel Board of Education, Mississauga and CUPE (CLC) (part-time custodial and maintenance empls.)	Feb.	54
Peel Board of Education, Mississauga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	54
Peel Board of Education, Mississauga and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	20
Peel Regional Board of Commissioners of Police, Mississauga and Police Assn. (Ind.)	Feb.	63
Peel Regional Municipality, Works Dept., Brampton and Electrical Workers (IBEW) (AFL-CIO/CFL)	June	283
Peterborough County Board of Education, Peterborough and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	107
Peterborough County Board of Education, Peterborough and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	107
Philips Electronics Ltd., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CFL)	May	194
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	May	226
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Teamsters (Ind.)	June	287
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Labourers (AFL-CIO)	June	287
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	May	222
Premium Forest Products, Toronto and Carpenters (AFL-CIO)	Apr.	134
Prescott-Russell County Board of Education, Hawkesbury and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	107
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	181
Redlaw Industries Inc., Otaco Div., Orillia and United Steelworkers (AFL-CIO/CLC) (production, maintenance and service empls.)	May	188
Reed Inc., Sunworthy Wallcoverings Div., formerly Reed Decorative Products Ltd., Brampton and Cdn. Paperworkers (CLC) (hourly rated empls.)	Feb.	35
Rheem Canada Inc., Hamilton and Oakville and United Steelworkers (AFL-CIO/CLC) (production, maintenance, office, clerical and technical empls.)	Feb.	64
Rio Algom Ltd., Atlas Specialty Steels Div., Welland and Cdn. Steelworkers (Ind.) (production and maintenance empls.)	May	187
Robertshaw Controls Canada Inc., Toronto and Electrical Workers (UE) (CLC)	June	246
Rockwell International of Canada Ltd., Tilbury and Auto Workers (CLC)	Mar.	122
Rothmans of Pall Mall Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	May	184
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (CLC)	Feb.	38
Royal Ontario Museum, Toronto and Ont. Public Service Empls. Union (NUPGE) (CLC)	Jan.	25

Ryerson Polytechnical Institute Board of Governors, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (office, clerical, technical and food service empls.)	Jan.	22
Samuel, Son & Co., Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	June	252
Sangamo Canada, Toronto and Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	June	244
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	159
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
Scarborough City Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	Feb.	55
Scarborough City Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	June	261
Scarborough City Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	283
Scarborough City Corp. and CUPE (CLC) (outside empls.)	June	284
Scarborough City Public Utilities Commission, Hydro, Water Works and Garage Divs. and Utility Workers (Ind.)	May	226
Scarborough General Hospital and CUPE (CLC) (full-time service, maintenance and paramedical empls.)	Apr.	163
Scarborough Public Library Board and CUPE (CLC)	June	272
Laura Secord Ltd./Ltee., Toronto and Brewery and Soft Drink Workers (NUPGE) (CLC)	May	182
Sheller-Globe Co. Ltd., Kingsville and Auto Workers (CLC)	Feb.	40
Sheller-Globe of Canada Ltd., Kralinator Filters Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Mar.	87
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Apr.	160
Simcoe County Board of Education, Barrie and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	108
Simcoe County Board of Education, Barrie and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	109
Simpsons Ltd., Brampton, Etobicoke, Scarborough and Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	June	253
Simpsons Ltd., Toronto and Cdn. Brewery Workers (CLC) (part-time warehouse empls.)	May	206
Sklar-Peppler Inc., Sklar Div., formerly Heintzman Ltd., Whitby and Upholsterers (AFL-CIO/CLC)	Feb.	35
Slater Steels Corp., Hamilton Specialty Bar Div., previously Slater Steel Industries Ltd., Burlington Steel Div., Hamilton and United Steelworkers (AFL-CIO/CLC)	Mar.	82
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	Mar.	119
St. Joseph's Health Centre, Toronto and CUPE (CLC) (full-time service empls.)	Mar.	113
St. Joseph's Hospital, Hamilton and 39 other hospitals, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (paramedical empls.)	Apr.	164
St. Thomas-Elgin General Hospital, St. Thomas and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Apr.	165
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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JULY 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

More settlements of major collective agreements were reached in July for public service employees. Wage and benefit terms for the 19,700 employees affected included:

- For 3,560 employees of school boards and universities, wage increases of 1.4 to 6.0 percent in 1-year agreements, averaging 4.2 percent. Other provisions were changed for only a few employees. For 230, the night shift premium was increased by 1 cent to 37 cents an hour, and grandparents were included in the immediate family unit for 3 days paid bereavement leave. For another 250, the premium for work on a holiday was increased to double time from time and one-half. A 6th week of vacation was added after 26 years of service, and the employer's contribution to the premiums for O.H.I.P., major medical and dental benefits were increased to 80 percent from 75 percent.
- For 2,280 hospital employees, wage increases averaging 4.8 percent a year under three 2-year and one 1-year agreements. Shift premiums were increased by 10 to 12 cents an hour for 1,990 employees and stand-by pay by 25 cents an hour for 480 employees, and the service required for 3 weeks' vacation was reduced to one year from 3 years. New vision and hearing care plans were established for 1,800 employees, with the employer paying 75 percent of the premiums, and the employer's contribution to the premium for long-term disability benefits was increased to 75 percent from 50 percent for 290 employees. Under two agreements covering 1,520 employees, the employer will pay the difference between 75 percent of regular wages and unemployment insurance benefits for 15 weeks to employees on maternity leave.
- For 3,900 provincial police, a wage increase of 7.1 percent in two stages in a 1-year agreement. The service for 4 weeks' vacation was reduced by one year to 10 years and for 5 weeks by 2 years to 18 years. Restorative services were added to the dental plan benefits, with 50 percent of the premium costs paid by the employer, a 50-50 percent co-insurance and a maximum claim of \$2,000 a year per family; hospital accommodation benefit was increased to \$50 a day, from \$25; and a new education allowance was established, paying \$25 a week for attending Police College courses lasting more than 5 days.
- For 6,030 municipal police in Metropolitan Toronto and Peel Region, wage increases ranging from 8.6 to 13.22 percent, averaging 5.58 percent a year in 2-year agreements. Other changes for Metro Toronto police included 12 paid holidays, a one-year reduction to 24 years in the service required for 6 weeks' vacation and a provision for clinical psychology care paying benefits of \$70 for the first visit and \$40 for subsequent visits to a maximum of \$600 a year. Benefit changes for Peel Region police included an increase in the maximum benefit under the vision care plan to \$100 from \$60 every 2 years; the addition of orthodontic coverage in the dental plan, with 50 percent of the premium costs paid by the employer and maximum lifetime claim of \$2,000; and the addition of restorative services, with 80 percent of the premium costs paid by the employer and a maximum annual claim of \$5,000 a year.
- For 2,190 municipal employees, wage increases of 8.0 to 10.25 in four 2-year agreements, averaging 4.41 percent a year. Shift premiums rang-

ing from 25-37 cents an hour in the four agreements were increased by 5 cents; stand-by pay on weekends was increased by \$4.50 to \$47.35 and on paid holidays by \$2.50 to \$35.75 for 220 employees; and a new provision will require pay at time and a half for the sixth and seventh consecutive days worked under one agreement covering 1,250 employees. Other changes included reductions in the years of service of 4 and 5 weeks' paid vacation, covering 1,970 employees; and increases in maximum benefits under life insurance, long term disability, vision care and dental plans, affecting 1,930 employees.

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FOOD AND BEVERAGE

Steinberg Inc., Trillium Meats Division at Etobicoke - Local 633, Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant employees): A 12-month renewal agreement effective from June 22, 1985 to June 20, 1986, covering 229 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 22/85</u>
	Increase	2%-6.5%
	<u>Weekly Rates</u>	
	(40 hours per week)	
	Meat Processor	\$294.78-\$500.55 (\$289-\$470)
	Journeyman Meatcutter	\$581.49 (\$546)
	Certified Licensed Tradesman	\$631.55 (\$593)
	<u>Hourly Rates</u>	
	Casual Worker	\$6.375-\$11.61 (\$6.25-\$10.90)

Maximum rate for Meat Processor is reached after 15 months, and for Casual Worker after 36 months.

Nabisco Brands Limited, Christie, Brown and Company Division at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	General Increases	50¢	50¢
	General Help	\$10.85 (\$10.35)	\$11.35
	Baker	\$11.66 (\$11.16)	\$12.16
Night Work Compensation:	Effective August 4, 1985, 31¢ (28¢) per hour worked between 5 p.m. and 6 a.m.		
Paid Vacation:	Effective January 1, 1986, 5 weeks after 19 (20) years of service. Effective January 1, 1986, 6 weeks after 26 (28) years.		
Health and Welfare:	<u>Life Insurance</u> - Effective January 1, 1986, benefit is \$15,000 (\$13,000).		

A. D. & D. - Effective January 1, 1986, benefit is \$9,000 (\$7,000).

Dental Plan - Effective January 1, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Vision Care (new) - Maximum claim is \$70 every 24 months.

Safety Shoe Allowance: \$43 (\$30) per year, when mandatory.

Severance Pay: 1 week's pay for every 2 years of service. (Previously, ranged from 1 weeks' pay after 6 months to 16 weeks' pay after 35 years.)

RUBBER AND PLASTICS PRODUCTS

Rubbermaid Canada Inc. at Mississauga - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Pages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	50¢	45¢
	Additional Adjustments	\$1 for Maintenance Specialist, 74¢ for Assembler, and 17¢ for C.M. Operator	
	Machine Operator	\$8.68	\$9.13
	Packer	(\$8.18)	
	Maintenance Specialist	\$13.93 (\$12.43)	\$14.38

Shift Premium: 0-28¢-28¢ (0-25¢-25¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$12,000 (\$10,000). Effective July 1, 1986, \$13,000.

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of future service. Effective July 1, 1986, \$10.

Safety Shoe Allowance (new): Maximum \$30 per year for set-up and maintenance employees.

TEXTILE

Courtaulds (Canada) Inc. at Cornwall - Local 779, Clothing and Textile (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 1, 1985 to April 30, 1988, covering 337 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Includes 54 employees currently on lay-off status.

Wages:	Effective	May. 1/85	May 1/86	May 1/87
General Increases			4%	5%
Labourer		\$9.44 (\$9.44)	\$9.82	\$10.31
Stationary Engineer 2nd Class		\$11.68 (\$11.68)	\$12.15	\$12.76

Lump Sum Wage Payment: Effective September 1, 1985, \$520 per active permanent employee. \$10 per full week worked from May 1, 1985 to April 30, 1986 for all other employees.

Sick Leave: For employee with 6 months to 5 years of service, 8 weeks at 100% pay, 7 weeks at 60% pay and 5 weeks at 50%. (Previously, 8 weeks at 100% pay and 12 weeks at 50%.)

For employee with 5 to 10 years of service, 11 weeks at 100% pay, 4 weeks at 60% and 10 weeks at 50%. (Previously, 11 weeks at 100% pay and 14 weeks at 50%.)

Health and Welfare: Life Insurance - Benefit is \$11,000 (\$10,000) after 3 years of service. Effective May 1, 1986, \$12,000. Effective May 1, 1987, \$13,000.

Pension Plan: Basic Benefit - \$7 (\$6.50) per month per year of past and future service. Effective May 1, 1986, \$7.25. Effective May 1, 1987, \$7.50.

Surviving Spouse Benefit - Effective May 1, 1986, benefit payable if employee dies at age 59 (60). Effective May 1, 1987, age 58.

Safety Prescription Glasses: Maximum \$35 (\$30) every 24 months. Effective May 1, 1986, \$40. Effective May 1, 1987, \$45.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited - Locals N-1 and 500M, Graphic Communications Union (AFL-CIO/CLC), Local 235, Machinists (AFL-CIO/CLC) and Local 353, Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen, paperhandlers, platemakers, mailers, photo-engravers, machinists and electricians): Six 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 506 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	\$34.06 per week	\$30.09 per week

Weekly Rates
Day Shift

Journeyman	\$557.97	\$588.06
Paperhandler	(\$523.91)	
Journeyman	\$564.21	\$594.30
Mailer	(\$530.15)	
Journeyman	\$645.79*	\$679.67*
Photo-Engraver	(\$613.08)	
Journeyman	\$657.77	\$687.86
Pressman,	(\$623.71)	
Machinist and		
Platemaker		
(Stereotyper)		
Journeyman	\$706.22	\$736.31
Electrician	(\$672.16)	

* Rates for Journeyman Photo-Engraver adjusted to reflect some minor changes in pension plan contributions.

ump Sum
Settlement
Payment: Effective July 11, 1985, \$500 for regular full-time employees with 6 or more months of service, \$250 for full-time employees with less than 6 months of service and prorated for part-time employees.

Shift Premium: Effective July 13, 1985, night and lobster shifts increased by \$5 per week. Effective January 1, 1986, increased by \$5.

aid Vacation: Effective January 1, 1986, 6 weeks after 25 years of service (new).

ereavement
eave: Effective July 11, 1985, 5 (3) days' paid leave upon death of spouse or child.

ealth and
elfare: Dental Plan - Employer pays 50% of premium cost to a maximum of \$19.27 (\$9.93) per month for family coverage and \$9.92 (\$4.60) per month for single coverage.

ension Plan: Employer Contribution - Effective January 1, 1986, minimum \$1 per shift to a maximum of \$5 per week for mailers (new). \$11 (\$6) per week for all other employees.

afety Footwear
llowance: Effective July 11, 1985, \$52 (\$45) per year.

ool Allowance: Effective January 1, 1986, \$65 (\$50) per year for electricians and \$160 (\$150) per year for machinists.

ELECTRICAL PRODUCTS

RCA Inc. at Prescott - Local 523 and 551, Communications and Electrical Workers (CLC)* (office and production employees): Two 24-month renewal agreements effective from July 15, 1985 to July 14, 1987, covering 262 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously, Electrical Workers (IUE) (CLC).

Wages:	Effective	July 15/85	July 15/86
	General Increases	25¢	25¢
	Labour Grade 1 (includes Sub Assembler)	\$8.29-\$8.44 (\$8.04-\$8.19)	\$8.54-\$8.69
	Labour Grade 15 (includes Electrician)	\$10.34-\$10.59 (\$10.09-\$10.34)	\$10.59-\$10.84

Maximum rates are reached after four 3-month increases.

Lump Sum Settlement Pay: \$200 per employee.

Shift Premium: 0-70¢-70¢ (0-8%-8%). Effective July 15, 1986, 0-75¢-75¢.

Health and Welfare: Dental Plan - Peridontic and endodontic coverage is added on a 80%-20% co-insurance basis, prostodontic coverage is added on a 50%-50% co-insurance basis (new). Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Paid Vacation: 5 weeks after 22 (23) years of service.

Mitsubishi Electronics Industries Canada Inc. at Midland - Local 532, Communications and Electrical Workers (CLC)*: A 24-month renewal agreement effective from July 6, 1985 to July 5, 1987, covering 400 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

* Previously, Electrical Workers (IUE) (CLC).

Wages:	Effective	July 6/85	July 6/86
	General Increases	5%	5%
	Skilled Trades Adjustment	25¢	
	Level 1 (includes Mount Operator/Inspector)	\$7.88-\$8.14 (\$7.50-\$7.75)	\$8.27-\$8.55
	Level 7 (Tradesman)	\$11.54-\$11.82 (\$10.75-\$11.02)	\$12.12-\$12.41

Maximum rates are reached after 1 year.

Health and Welfare:

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective July 6, 1986, the 1984 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$11 (\$10.50) per month per year of past and future service. Effective July 6, 1986, \$12.

Supplemental Early Retirement Benefit - \$10 (\$8.50) per month per year of service.

Early Retirement - 40% (unchanged) actuarial reduction of pension for employee who retires at age 55, 34% (35%) at age 56, 27% (30%) at age 57, 20% (24%) at age 58, 13% (18%) at age 59, 12% (unchanged) at age 60, and 6% (unchanged) at age 61.

Safety Shoe Allowance:

Maximum \$50 (\$20) per year.

Safety Prescription Glasses:

Maximum \$30 (\$20) per year.

Severance Pay (new):

1 week's pay per year of service for employees on permanent layoff for more than 13 weeks.

MINES

Lac Minerals Ltd., Lake Shore Mine Division and Macassa Division, previously Willroy Mines (1982) Ltd., Macassa Division at Kirkland Lake - Local 4584, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from July 5, 1985* to July 4, 1988, with wages retroactive to June 1, 1985, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Previous agreements expired May 31, 1985.

Wages:	Effective	<u>June 1/85</u>	<u>June 1/86</u>	<u>June 1/87</u>
Increases		Restructuring of the wage schedules plus 2.5%	3.5%	3.5%
U/G Labour		\$12.66 (\$12.30)	\$13.10	\$13.56
Tradesman Class 1 (includes Electrician)		\$14.61 (\$14.09)	\$15.12	\$15.65
Electrical and Mechanical Technician		\$15.38 (\$14.80)	\$15.92	\$16.48

Gold Adjustment: 1¢ per \$1 increase in the price of gold above the base of \$400 Canadian per ounce. Adjusted monthly. Capped at \$520 per ounce. (Basic formula is unchanged). Effective June 1, 1986, capped at \$550 per ounce.

Paid Vacation: 3 weeks after 3 (4) years of service, 4 weeks after 10 (11) years, 5 weeks after 18 (19) years.

Union Leave: Up to an aggregate of 20 paid days per year for Macassa Division and 7 paid days per year for Lake Shore Mine Division for union executives (new).

The following benefits are effective June 1, 1985 for all current active employees.

Health and Welfare: Life Insurance and A. D. & D.- Benefit is \$25,000 (\$20,000).

Weekly Indemnity - Benefit is \$200 (\$160) per week, payable on a 1-1-5-4 (1-1-5-6) basis, with \$300 (\$250) per week payable for the next 22 (20) weeks.

Long Term Disability - Benefit is \$780 (\$650) per month.

Extended Health Care (new) - Employer pays 100% of premium costs for London Life Healthguard or its equivalent, including a prescription drug plan covering 100% of the costs of prescription drugs.

Dental Plan - Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$12.50 (\$10) per month per year of service. Effective June 1, 1986, \$13.50. Effective June 1, 1987, \$15.

Tool Allowance: Maximum \$200 (\$160) per year.

Pamour Porcupine Mines, Limited at Timmins - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): An 18-month renewal agreement effective from January 1, 1985 to June 30, 1986, covering 600 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Aug. 26/85</u>
	Adjustment	20¢-60¢ for selected job classifications; some new classifications added
	Job Class 1 (includes Labourer)	\$8.85 (\$8.85)
	Job Class 21 (20) (includes Electrician Specialist)	\$12.85 (\$12.65)

Health and Welfare: Long Term Disability - Effective August 1, 1985, no offsets until earnings from all other benefit sources exceed 60% of employee's regular pre-disability income. (Previously, benefit was offset by any other disability payments.)

TRANSPORTATION

CP Rail and Algoma Central Railway, system-wide - Associated Non-Operating Railway Unions (AFL-CIO/CLC), comprising 3 non-operating unions: A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 2,300 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
General Increases		4%	4%
B&B Gang Labourer		\$10.876 (\$10.458)	\$11.311

Weekly Rates

Signal and Communi- cations Foreman	\$669.97 (\$644.20)	\$696.77
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Shift Premium: Effective July 1, 1985, 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 6 weeks after 28 (29) calendar years of service. Effective January 1, 1986, 5 weeks after 19 (20) calendar years.

Gravement leave: Effective July 1, 1985, 3 days' paid leave upon death of common-law spouse (new).

Paid Maternity leave (new): Effective July 1, 1985, 15 weeks at the difference between 66 2/3% of weekly salary and U.I.C. benefit, with the maximum of the total employer and U.I.C. payments equal to \$345 per week. Effective January 1, 1986, 70% of weekly salary, with the maximum equal to \$370.

Health and Welfare: Life Insurance - Effective July 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

Life Insurance for Retirees - Effective July 1, 1985, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.

Weekly Indemnity - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370.

Major Medical - Effective July 1, 1985, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary postheses (new). Effective January 1, 1986, maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).

Vision Care (new) - Effective January 1, 1986, maximum claim is \$100 per year for dependents under 18 and \$100 every 2 years for employee and dependents 18 and over.

Dental Plan - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls for all employees in the Associated Non-Operating Railway Unions. Effective January 1, 1986, the same amount for pre-1977 pensioners or their survivors.

Early Retirement - Effective November 1, 1985, employee aged 56 (60) may retire early without actuarial reduction. Effective November 1, 1986, at age 55.

Retirees Health Care Plan (new) - For employees retiring after November 1, 1985 and their surviving spouses, employer pays 100% of premium costs for basic plan. Maximum lifetime claim is \$15,000 per person, with annual deductibles of \$50 for single coverage and \$100 for family coverage, and 80%-20% co-insurance.

Mileage Allowance: Effective January 1, 1986, 21¢ (19.3¢) per kilometre.

Employment Security (new): Employee with 8 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change, provided that maximum seniority rights have been exercised according to the terms of the collective agreement. An employee with Employment Security whose position is abolished and who is unable to hold work due to a lack of qualifications will be trained for another position.

Passes: Effective August 1, 1985, present pass policies of CP for trains operated by VIA Rail Canada Inc. discontinued.

Injury on Duty Pay (new): Effective July 1, 1985, employee receives full wages for the day the injury was received.

Canadian Pacific Express and Transport Limited, Canadian Pacific Express Division, Atlantic, Eastern and Western Regions - Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks and other employees): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 1,446 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/85	July 1/85
	General Increases	3%	1%
	Clerk Typist	\$10.028 (\$9.736)	\$10.128

	<u>Jan. 1/85</u>	<u>July 1/85</u>
Warehouseman - Vehicleman (Toronto)	\$11.930 (\$11.583)	\$12.049
Mechanic	\$13.470 (\$12.952)	\$13.604
Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>
General Increases	4%	5%
Clerk Typist	\$10.533	\$11.060
Warehouseman - Vehicleman (Toronto)	\$12.531	\$13.158
Mechanic	\$14.148	\$14.856

Start Rate - Effective July 9, 1985, 70% of basic rate with 10% increments to 100% after 30 months. (Previously, 90% of basic rate for 1 year.)

Gift Premium:

Effective August 1, 1985, 0-30¢-35¢ (0-25¢-30¢).

Leave:
Sick Leave:

Effective August 1, 1985, 3 days' paid leave upon death of common-law spouse (new).

Health and
Welfare:

Life Insurance and A. D. & D. - Effective August 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

Life Insurance for Retirees - Effective October 1, 1985, benefit is \$3,500 for employee retiring at age 57 (60) with 10 or more years of service. Effective October 1, 1986, at age 56. Effective October 1, 1987, at age 55.

Weekly Indemnity - Effective August 1, 1985, benefit is 66-2/3% of base pay to a maximum of \$345 (\$300) per week for eligible employees. Effective January 1, 1986, 70% of base pay to a maximum of \$370 per week. Effective January 1, 1987, maximum \$400.

Major Medical - Effective August 1, 1985, benefit coverage continues to the end of the first month of layoff (new). Maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home, commencing within 14 days after a 5-day hospital stay, for eligible employee (new).

Vision Care (new) - Effective January 1, 1986, maximum claim is \$100 per year for dependents under 18 and \$100 every 2 years for employee and dependents 18 and over.

Dental Plan - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.

Pension Plan:

Basic Benefit - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls for all employees in the Railway Clerks Union.

Early Retirement - Effective October 1, 1985, employee whose age plus years of service equals 85 may elect to retire at age 57 (60) without actuarial reduction. Effective October 1, 1986, at age 56. Effective October 1, 1987, at age 55.

Mileage Allowance: Effective August 1, 1985, 34¢ (24¢) per mile.

Relocation Allowance: Effective August 1, 1985, \$550 (\$500).

Transportation Expenses: \$140 (\$125) per employee, when moving to a new location. \$115 (\$105) for employee who does not wish to move. Effective January 1, 1986, \$120.

Property Sale Allowance: \$7,700 (\$7,000).

Safety Shoe Allowance: 50% (20%) reimbursement to a maximum \$25 (\$8) per year.

Wage Rate Maintenance: Employee whose weekly rate of pay is reduced by \$2 or more as a result of technological, operational or organizational change will maintain the applicable rate at the time of such change for 2 (3) years.

RETAIL TRADE

F. W. Woolworth Co. Ltd. at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (warehouse employees): A 19-month renewal agreement effective from July 6, 1985 to January 31, 1987, with wages retroactive to February 1, 1985, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/85	Feb. 1/86
	Increases	50¢ on top rate	35¢
	Material Handler	\$8.00-\$13.38 (\$8.00-\$12.88)	\$8.35-\$13.73

Maximum rate is reached 1 calendar year after the employee has worked 6,240 hours.

Bereavement Leave: Up to 3 days' paid leave upon death of parent-in-law and step-children (new).

Safety Shoe Allowance: \$40 (\$35) per year. Effective February 1, 1986, \$45.

EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC) (full-time employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 226 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

ages:	Effective	<u>July 1/85</u>
	General Increase	4%
	Caretaker (Days)	\$10.31-\$10.56 (\$9.91-\$10.15)
	Maintenance 1	\$12.30 (\$11.83)
	Maximum rate for Caretaker is reached after 12 months.	
Shift Premium:	37¢ (36¢) per hour for night shift.	
Inclement weather pay (new):	Paid time off when students are sent home on director's orders.	
Bereavement leave:	3 (1) days' paid leave upon death of grandparent. If bereavement occurs during vacation, vacation time will be extended by 2 (1) days.	
Quarantine leave (new):	Paid absence from work in the event the employee is quarantined by public health authorities.	
Clothing allowance:	Employer pays 100% (75%) towards the cost of uniforms every two years.	

Alton Board of Education at Burlington - Employees Association (Ind.) (full-time and academic year clerical and technical employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

ages:	Effective	<u>July 1/85</u>
	General Increase	3.4%
	Category II (includes Clerk Typist-Schools)	\$7.65-\$8.88 (\$7.40-\$8.59)
	Category VII (includes Repair Technician)	\$12.02-\$14.97 (\$11.62-\$14.48)
	Maximum rate for Clerk Typist-Schools is reached after 3 years and for Repair Technician after 4 years.	
Holiday Pay:	Double time (time and one-half) for work on a paid holiday.	
Paid Vacations:	6 weeks after 26 years of service (new).	
Sick Leave:	Maximum \$10 reimbursement for doctor's certificate required by employer (new).	
Health and Welfare:	<u>O.H.I.P.</u> - Effective September 1, 1985, employer pays 80% (75%) of premium costs.	

Major Medical Plan - Effective September 1, 1985, employer pays 80% (75%) of premium costs.

Dental Plan - Effective September 1, 1985, employer pays 80% (75%) of premium costs. Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Lambton County Board of Education at Sarnia - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 630 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/85
	Increase	4.5%, plus an additional increase to the maximum rate in certain classifications
	Teacher-Category 1 0-5 years	\$16,092-\$22,903 (\$15,399-\$21,917)
	Teacher-Category 4 0-11 years	\$20,141-\$35,684 (\$19,274-\$34,147)
	Teacher-Category 7 0-11 years	\$25,288-\$45,667 (\$24,199-\$43,700)
	Principal 0-2 years	
	Schools with up to 15 rooms	\$49,115-\$51,205 (\$47,000-\$49,000)
	Over 15 rooms	\$50,160-\$52,250 (\$48,000-\$50,000)
Responsibility Allowances:	Vice-Principal 0-2 years	\$1,950-\$3,000 (\$1,680-\$2,730)
	Consultant	\$3,000 (\$2,730)
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.	

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians): A 12-month agreement on wages as the result of a wage reopener provision during the second year of a three-year agreement terminating April 30, 1987, covering 950 employees, settled by arbitration. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	General Increase	3.4% on salary grids	Wage Reopener

Minimum Annual Rates

Language Teacher 1	\$20,196 (\$19,532)
Language Teacher 5	\$32,636 (\$31,563)
Counsellor 1	\$23,385 (\$22,616)
Counsellor 4	\$37,203 (\$35,980)
Librarian 1	\$21,259 (\$20,560)
Librarian 6	\$38,266 (\$37,008)
Lecturer	\$24,175 (\$23,380)
Assistant Professor	\$27,364 (\$26,464)
Associate Professor	\$35,336 (\$34,174)
Full Professor	\$43,308 (\$41,884)

Progress-Through the-Ranks: \$957-\$1,594 (\$925-\$1,542) depending on occupational category.

Salary Adjustment Fund: \$40,000 (\$60,000).

ork University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time faculty, Unit 1 and Unit 2): Two 11-month renewal agreements on wages* effective from October 1, 1984 to August 31, 1985, covering 1,500 employees, settled by arbitration. Duration of negotiations - 13 months.

* All other provisions in the renewal agreements were settled in October 1984. See October 1984 Report, page 499.

Wages:	Effective	<u>Oct. 1/84</u>
	Increase	approximately 6% on grid

Course Director (Units 1 and 2), Writing Workshop Instructor (Unit 2)	\$6,376 per assignment (\$6,015)
Teaching Assistantship - (10 hours per week) (Unit 1)	\$5,565 per academic year (\$5,250)
Tutor 5 (College Tutorial Leader)	\$2,560 per assignment (\$2,415)
Tutor 2 (Demonstrator: 3 lab hrs./wk.)	\$2,282 per assignment (\$2,153)
Tutor 1 (Tutorial Leader), Tutor 6 (Studio Instructor), Instructor (Faculty of Education - Unit 2), Tutor 7 (Miscellaneous - Unit 1)	\$2,125 per assignment (\$2,005)
Coach (Fine Arts)	\$17.23 per hour (\$16.25)
Writing Workshop Assistant (Unit 1)	\$14.58 per hour (\$13.75)
Tutor 3 (Marker/Grader), Tutor 4 (Individual Tutor)	\$14.47 per hour (\$13.65)
Computer Centre Adviser	\$8.22 per hour (\$7.75)

Metropolitan Toronto Zoo Board of Management - Local 1600, Canadian Union of Public Employees (CLC) (full-time, part-time, seasonal and temporary employees*): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previously, only full-time employees.

Wages:	Effective	Apr. 1/85	Apr. 1/86
	General Increases	4.25%	4.25%
	<u>Full-time Employees</u>		
	Commissary Assistant Grade 1	\$10.54 (\$10.11)	\$10.99
	Maintenance Man Grade 2	\$13.14 (\$12.58)	\$13.69

Shift Premium: 40¢ (39¢) per hour for weekday shifts, 50¢ (49¢) per hour for weekend shifts. Effective April 1, 1986, 42¢ and 52¢ respectively.

Weekend Premium: 40¢ (39¢) per hour for all hours worked between 12:01 a.m. Saturday and midnight Sunday, if no shift premium applies. Effective April 1, 1986, 42¢.

Paid Vacation: 3 weeks after 2 (3) years of service.

Health and Welfare: Dental Plan - Orthodontic services added with maximum lifetime claim of \$1,000 and 50%-50% co-insurance (new). Effective January 1, 1987, \$2,000.

Long Term Disability - Benefit is 75% of basic salary to a maximum \$1,750 (\$1,500) per month. Effective April 1, 1986, maximum \$2,000.

HEALTH AND WELFARE SERVICES

Etobicoke General Hospital at Etobicoke - Ontario Nurses' Association (Ind.)
(full-time and part-time employees): Two 18-month renewal agreements effective from October 1, 1984 to March 31, 1986, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

ages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	General Increase	5%	Wage and Benefits Reopener

Full-time
(monthly rates)

Registered	\$2,283.28-\$2,601.73
Staff Nurse	(\$2,174.55-\$2,477.84)
0-7 years	

Part-time*
(hourly rates)

Regular Nurse	\$14.05-\$16.01
0-7 years	(\$13.38-\$15.25)

* Rates are exclusive of 14% payment in lieu of fringe benefits.

Shift Premium: Effective July 15, 1985, 45¢ (35¢).

Standby Pay: Effective July 15, 1985, \$2 (\$1.75) per hour.

Responsibility Pay: Effective July 15, 1985, 75¢ per hour when assigned responsibilities of a higher classification. (Previously, employee was paid at the rate of the higher classification.)

Transportation Allowance: 35¢ (25¢) per mile to a maximum of \$14 (\$10) for travel to and from work between midnight and 6 a.m. or when on standby when using own car or taxi.

Jury Duty Pay: When an employee is scheduled to work the night shift prior to a day of jury duty and the employer is unable to reschedule the shift, the employee will receive the difference between the regular daily rate and jury pay (new).

St. Joseph's Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from January 19, 1984 to January 18, 1986, covering 341 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 19/84</u>	<u>Jan. 19/85</u>	<u>July 22/85</u>
General Increases		5%	4.5%	
Additional Adjustments				25¢ for Groups 9, 23 and 26
Group 1 (includes Dietary Aide 1)	(includes \$8.787-\$8.898 (\$8.369-\$8.474))		\$9.182-\$9.298	\$9.182-\$9.298
Group 9 (R.N.A)	\$9.856-\$10.000 (\$9.387-\$9.524)		\$10.300-\$10.450	\$10.550-\$10.700
Group 23 (24) (includes Electrician)	\$12.458 (\$11.87)		\$13.019	\$13.269
Maximum rates for Dietary Aid 1 and R.N.A. are reached after two annual increases.				
Shift Premium:	35¢ (28¢) per hour. Effective January 18, 1985, 40¢ per hour.			
Paid Vacation:	Effective August 31, 1986, 3 weeks after 1 (3) year of service.			
Paid Maternity Leave (new):	Effective January 1, 1986, maximum 15 weeks at the difference between 75% of wages and UIC benefit, after a 2-week waiting period.			
Health and Welfare:	<u>Vision Care (new)</u> - Effective August 26, 1985, employer pays 75% of premium cost. Maximum claim is \$60 every 24 months.			
	<u>Hearing Aid (new)</u> - Effective August 26, 1985, employer pays 75% of premium cost. Maximum lifetime claim is \$300.			

Sunnybrook Medical Centre at North York - Local 777, Service Employees International (AFL-CIO/CLC) (office and clerical employees): A 12-month renewal agreement effective from October 1, 1984 to September 30, 1985, covering 288 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/84</u>
General Increase		5%
Grade 1 (includes Clerk Messenger)		\$7.954-\$8.869 (\$7.575-\$8.447)

Oct. 1/84

Grade VI (includes	\$9.654-\$10.597
Health Records	(\$9.194-\$10.092)
Technician)	

Maximum rates are reached after 3 annual increases.

Health and Welfare: Long Term Disability Plan - Effective August 1, 1985, employer pays 75% (50%) of premium costs.

Vision Care (new) - Effective August 1, 1985, employer pays 75% of premium costs. Maximum claim is \$60 every 24 months.

Hearing Aid (new) - Effective August 1, 1985, employer pays 75% of premium costs. Maximum lifetime claim is \$300.

Victoria Hospital Corporation at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from January 19, 1984 to January 18, 1986, covering 1,177 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 21 months.

Wages:	Effective	<u>Jan. 19/84</u>	<u>Jan. 19/85</u>	<u>Aug. 5/85</u>
	General	5%	4.5%	
	Increases			
	Skilled Trades			50¢-\$1.48
	Adjustment			
	Housekeeping	\$8.79-\$8.89	\$9.19-\$9.29	\$9.19-\$9.29
	Aide	(\$8.37-\$8.47)		
	Orderly	\$9.86-\$10.00	\$10.30-\$10.45	\$10.30-\$10.45
		(\$9.39-\$9.52)		
	Electrician	\$12.46	\$13.02	\$14.50
		(\$11.87)		

Maximum rates for Housekeeping Aide and Orderly are reached after 2 annual increases.

Shift Premium: 35¢ (28¢). Effective January 18, 1985, 40¢.

Lead Hand Premium: Effective July 16, 1985, 40¢ (30¢).

Paid Maternity Leave (full-time) (new): Effective for leaves occurring on or after October 1, 1985, up to 15 weeks at the difference between 75% of regular rate and UIC benefit.

Health and Welfare: Vision Care (new) - Effective August 1, 1985, employer pays 75% of premium costs. Maximum claim is \$60 every 24 months.

Hearing Aid (new) - Effective August 1, 1985, employer pays 75% of premium costs. Maximum lifetime claim is \$300.

Responsibility 10% (40¢ per hour). Premium in addition to straight time rate,
Pay: not to exceed supervisor's rate.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories) at Chalk River -
Atomic Energy Allied Council of 8 unions (AFL-CIO/CLC and CFL):
A 24-month renewal agreement effective from April 1, 1985 to
March 31, 1987, covering 500 employees, settled at the post
conciliation bargaining stage. Duration of negotiations - 4
months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>July 1/85</u>
	Increase		2.6%-2.7%
	Additional Adjustment		Restructuring of wage schedule*

Group 2 (includes Tool Crib Operator Class 2)	\$10.27 (\$10.27)	\$10.55
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Group 5 (includes Stationary Engineer Class 4)	\$11.69 (\$11.69)	\$11.99
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Group 10 (Control Mechanic)	\$14.86 (\$14.86)	\$15.25
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Effective	<u>Apr. 1/86</u>	<u>July 1/86</u>
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General Increases	1.5%	1.4%
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Group 2	\$10.71	\$10.87
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Group 5	\$12.17	\$12.35
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Group 10	\$15.48	\$15.71
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* Start Rate (new) - Effective July 1, 1985, newly hired
employees in Groups 1 to 9 receive 96% of the job rate during the
55-day probationary period and 99% of the job rate for a further
6 months.

Shift Premium: 0-36¢-44¢ (0-34¢-42¢). Effective April 1, 1986, 0-38¢-46¢.

48¢ per hour in lieu of shift premium for employees scheduled to
work on a continuous rotating shift basis for a minimum of 6
months (new). Effective April 1, 1986, 50¢ per hour.

Saturday/Sunday 47¢ (45¢) per hour for regularly scheduled work on Saturday;
Premium: \$1.14 (\$1.12) per hour on Sunday, plus evening and night shift
premium where applicable.

Health and
Welfare:

Life Insurance - Employer pays 100% (85%) of premium cost.

OHIP and Extended Health Care including Semi-Private Hospitalization - Employer pays an allowance equivalent to 100% of OHIP premium to employee subscribers in the company group plans. (Previously, employer paid \$46 per month for family coverage and \$23 per month for single coverage.)

Dental Plan - Effective July 1, 1985, 60%-40% (50%-50%) co-insurance. Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule. Effective April 1, 1986, the 1986 O.D.A. fee schedule.

Retirement Pay:

Lump sum payment of 90% (85%) of weekly earnings times number of years of service to a maximum of 30 weeks' pay. Effective April 1, 1986, 100% of weekly earnings.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 3,900 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:

Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
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General Increases	4.2%	2.9%
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Additional Adjustments	Differentials between classifications revised prior to the general increases	
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Annual Rates

3rd Class Constable	\$27,467 (\$26,360)	\$28,264
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1st Class Constable	\$34,159 (\$32,782)	\$35,150
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Sergeant Major	\$43,963 (\$42,211)	\$45,237
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Start Rate - Constable-Probationary hired after July 2, 1985 starts at the 1984 rate of \$22,507.

Paid Vacation:

4 weeks after 10 (11) years of service and 5 weeks after 18 (20) years.

Health and
Welfare:

Hospital Accommodation - Benefit is \$50 (\$25) per day.

Long Term Disability - Additional \$100 (\$50) per month for current recipients whose claim was filed between January 1975 and December 1976; \$70 for claims filed between January 1977 and December 1978, and \$50 for claims filed between January 1979 and December 1980.

Dental Plan - Employer pays 50% of premium costs for restorative services (new). Maximum claim is \$2,000 annually per family, with 50%-50% co-insurance.

Special or Compassionate Leave: Up to 3 days' paid leave per year for employees hired on or after April 1, 1979. (Employees hired before April 1, 1979 may use vacation credits.)

Isolation Post Allowance: \$10-\$90 (\$10-\$60) per month, depending on location.

Service Badges: Annual lump sum payment equal to \$7 (\$5) per month for every 5 years of service.

Motorcycle Allowance: \$2 (\$1) per day.

Plain Clothes Allowance: \$800 (\$750) per year.

Education Allowance (new): \$25 per week for attending Police College courses which are more than 5 days in duration.

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from October 1, 1984 to September 30, 1985, covering 1,700 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages: Effective Oct. 1/84
General Increase 5.5%

Weekly Rates

Clerical and Administrative
(36.25 hours per week)

Salary Grade 001 \$296.57-\$319.25
(includes Filing Clerk 4) (\$281.11-\$302.61)

Salary Grade 009 \$502.99-\$598.41
(includes Translator (\$476.77-\$567.21)
Specialist)

Industrial
(37.5 hours per week)

Salary Grade 021 \$324.63
(Sewing Machine Operator) (\$307.71)

Salary Grade 032 \$540.22
(includes Electrician) (\$512.06)

Maximum rate for Filing Clerk 4 is reached after 18 months, and for Translator Specialist after 3 years.

Additional Language Premium (new):	\$10 per hour for authorized use of a second language.
Health and Welfare:	<u>Dental Plan</u> - Effective July 1985, employer pays 66 2/3% (50%) of premium costs. Coverage is based on the current year's (1982) Ontario Dental Association fee schedule.
Mileage Allowance:	Effective January 1, 1985, 17¢-26¢ (16¢-24.5¢) per kilometre in Southern Ontario, depending on distance driven, and an additional 0.5¢ in Northern Ontario.

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)
(inside and outside employees): Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/85	July 1/85	Jan. 1/86
General Increases		4.25%	1%	4.25%
<u>Inside Employees</u> <u>(Weekly rates)</u> (35 hours per week)				
Clerk-Grade 1 (includes Clerk-Typist)	\$298.90-\$367.50 (\$286.65-\$352.45)		\$301.70-\$371.00	\$314.65-\$386.75
Technician-Grade 6 (Survey Party Chief)	\$512.05-\$579.95 (\$491.05-\$556.15)		\$516.95-\$585.55	\$539.00-\$610.40
<u>Outside Employees</u>				
Labourer-Litter Picker	\$10.83 (\$10.39)		\$10.93	\$11.39
Labourer-Surface	\$11.10 (\$10.65)		\$11.21	\$11.69
Carpenter	\$13.62 (\$13.06)		\$13.75	\$14.33
Effective		July 1/86		Dec. 31/86
General Increases		0.5%		0.25%
<u>Inside Employees</u> <u>(Weekly Rates)</u>				
Clerk-Grade 1		\$316.05-\$388.85		\$316.75-\$389.90

	<u>July 1/86</u>	<u>Dec. 31/86</u>
Technician-Grade 6	\$541.80-\$613.55	\$543.20-\$614.95

Outside Employees

Labourer- Litter Picker	\$11.45	\$11.48
Labourer- Surface	\$11.75	\$11.78
Carpenter	\$14.40	\$14.44

Maximum rate for Clerk-Grade 1 is reached after six 6-month increases, and for Technician-Grade 6 after three annual increases.

Shift Premium: Effective July 28, 1985, 0-39¢-39¢ (0-37¢-37¢) and 78¢ (74¢) on Saturday or Sunday. Effective January 1, 1986, 0-42¢-42¢ and 84¢ on Saturday or Sunday.

Weekend Premium: Effective July 28, 1985, 39¢ (37¢) per day-shift hour. Effective January 1, 1986, 42¢.

Standby Pay: Effective July 28, 1985, \$44.85 (\$42.85) per weekend standby for Works Department Emergency and Snow Control employees, plus an additional \$33.90 (\$32.40) for each paid holiday. Effective January 1, 1986, \$47.35 and \$35.75 respectively.

Health and Welfare: Life Insurance - Effective August 1, 1985, maximum benefit is \$75,000 (\$60,000).

Life Insurance for Retirees - Effective August 1, 1985, benefit is \$2,500 (\$2,000) at age 55 (60).

O.H.I.P. and Extended Health Care - Employer pays 50% (10%) of premium cost for retirees and L.T.D. recipients, to age 65 or death, whichever comes first, providing 50% of premium cost is paid by the retiree/L.T.D. recipient.

Long Term Disability - Effective August 1, 1985, maximum monthly benefit is \$1,750 (\$1,500). Effective January 1, 1986, \$2,000.

Vision Care - Effective August 1, 1985, benefit is \$100 (\$80) every 24 months.

Dental Plan - Effective August 1, 1985, maximum lifetime orthodontic benefit is \$2,000 (\$1,000).

Meal Allowance: Effective July 28, 1985, \$4.50 (\$4.25) after 2 hours of overtime. Effective January 1, 1986, \$4.75.

Tool Allowance: \$120 (\$112.50) per year for designated trades. Effective January 1, 1986, \$125.

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
 (police officers): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 5,288 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4.51%	2.14%
	<u>Annual Rates</u>		
	3rd Class Constable	\$28,000 (\$26,791)	\$28,600
	1st Class Constable	\$35,000 (\$33,489)	\$35,750
	Staff Sergeant	\$42,875 (\$41,024)	\$43,795
	Effective	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
	General Increases*	3.92%	1.37%
	3rd Class Constable	\$29,720	\$30,125
	1st Class Constable	\$37,150	\$37,660
	Staff Sergeant	\$45,510	\$46,135

Previous rates reflect a 0.25% increase awarded by an arbitrator in October 1984.

* Increases effective in 1986 were decided by arbitration.

Paid Holidays: Remembrance Day is eliminated and 2 floating days are added for a total of 12 (11) days.

Paid Vacation: Effective in 1986, 6 weeks after 24 (25) years of service.

Health and Welfare: Clinical Psychology Care (new) - Effective September 1, 1985, benefit is \$70 for first visit and \$40 for each additional visit to a maximum of \$600 per year.

Medical and Health Coverage - Dependent over age 21 attending university or college full-time is included (new).

Pension Plan: Police Benefit Fund amended. Details are not yet available.

Clothing Allowance: \$665 (\$650) per year for plain clothes. Effective January 1, 1986, \$690.

Mileage Allowance: 21¢ (17¢) per kilometre. Effective January 1, 1986, 24¢.

Niagara Regional Municipality at St. Catharines - Local 1287, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 461 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	<u>Roads, Water Treatment and Pollution Control Units</u>		
	Job Level 1 (includes Labourer)	\$9.64-\$10.09 (\$9.27-\$9.70)	\$10.03-\$10.49
	Job Level 13 (includes Area Maintenance Man-Certified)	\$12.57-\$13.24 (\$12.09-\$12.73)	\$13.07-\$13.77
	<u>Office and Clerical Unit</u>		
	<u>Annual Rates</u>		
	Job Level 1 (includes Clerk-Typist 1)	\$15,932-\$16,650 (\$15,319-\$16,010)	\$16,569-\$17,316
	Job Level 10 (includes Systems Analyst/Programmer)	\$26,553-\$27,994 (\$25,532-\$26,917)	\$27,615-\$29,114
	Maximum rates for Labourer, Area Maintenance Man-Certified and Clerk Typist 1 are reached after 60 work days and for Systems Analyst/Programmer, after 12 months.		
Shift Premium:	0-30¢-35¢ (0-25¢-30¢).		
Weekend Premium:	40¢ (35¢).		
Paid Vacation:	5 weeks after 18 (20) years of service.		
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.		
Safety Shoe Allowance:	Effective in 1986 for eligible employee, \$60 (\$50) per year.		

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(outside, inside, and dental hygiene employees): Three 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 1,253 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/85	July 1/85	Jan. 1/86
General Increases		4.25%		4.25%*
Additional Adjustments		Certain classifications re-grouped	8¢-23¢ per hour for certain outside classifications; \$5-\$21.64 per week for certain inside classifications	
<u>Outside Employees</u>				
Wage Group 2 (Labourer-Regular)		\$11.18 (\$10.72)	\$11.28	\$11.76
Wage Group 20 (17) (Automotive Mechanic)		\$14.36 (\$13.77)	\$14.59	\$15.21
<u>Inside Employees</u>				
<u>Weekly Rates</u> (35 hours per week)				
Wage Group 3 (includes Clerk Typist)		\$349.34-\$392.41 (\$335.10-\$376.41)	\$354.34-\$397.41	\$369.40-\$414.30
Wage Group 20 (16) (includes Civil Technologist Grade 4)		\$626.69-\$711.30	\$651.69-\$736.30	\$679.39-\$767.59
* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.				
Maximum rate for Clerk Typist and Civil Technologist Grade 4 is reached after 3 annual increases.				
Overtime Pay (Outside employees):	Time and one-half for work during the sixth and seventh consecutive shift (new).			
Shift Premium:	Effective July 1, 1985, 0-40¢-40¢ (0-35¢-35¢) for regular shifts and 80¢ (62¢) for shifts ending on a Saturday or Sunday. Effective January 1, 1986, 0-42¢-42¢ and 84¢ respectively.			
Weekend Premium:	Effective July 1, 1985, 40¢ (35¢). Effective January 1, 1986, 42¢.			
Paid Vacation:	Effective January 1, 1986, 4 weeks after 9 (10) years of service.			
Health and Welfare:	Dental Plan - Effective September 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1986, maximum lifetime orthodontic benefit is \$2,000 (\$1,000). Effective July 1, 1986, coverage is based on the 1986 O.D.A. fee schedule.			

Mileage Allowance: 24¢ (23¢) per kilometre. Effective January 1, 1986, 25¢ and minimum \$30 (\$25) per month for designated employees.

Tool Allowance: Effective July 1, 1985, \$10 (\$8) per month for Licensed Automotive Mechanic after 1 year of continuous service.

Peel Regional Board of Commissioners of Police at Mississauga - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 740 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/85 Sept. 1/85 Jan. 1/86 July 1/86

Increases:

Cadets	4%	1.9%	\$500	
Constables	4%	1.9%	4%	1%
Sergeants	approximately 5.5%	approximately 2.2%	4.52%	1%

Annual Rates

Cadet-3rd Class	\$18,204 (\$17,504)	\$18,550	\$19,050	\$19,050
Constable-3rd Class	\$26,991 (\$25,953)	\$27,504	\$28,604	\$28,890
Constable-1st Class	\$34,520 (\$33,192)	\$35,176	\$36,583	\$36,949
Staff Sergeant	\$41,100 (\$38,956)	\$42,000	\$43,900	\$44,340

Acting Pay: Employee, except Cadet, assigned duties at a higher rank for more than 6 months receives a percentage of the wage differential depending on length of assignment as follows: 6-12 months, 20% of differential; 12-24 months, 40%; and over 24 months, 80%. (Previously, no additional pay in the first year of the assignment, \$750 in the second year and rank pay after 2 years.)

Health and Welfare: Vision Care - Effective January 1, 1986, maximum claim is \$100 (\$60) every 24 months.

Dental Plan - Effective after July 1985, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective November 1, 1985, employer pays 50% of premium costs of orthodontic coverage, with a maximum lifetime claim of \$2,000 (new). Effective November 1, 1985, employer pays 80% of premium costs for restorative services, with a maximum annual claim of \$5,000 (new).

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC) (outside employees):
A 24-month renewal agreement effective January 1, 1985 to December 31, 1986, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.25%	4.25%
	Labourer	\$11.29 (\$10.83)	\$11.77
	Machinist	\$14.20 (\$13.62)	\$14.80
Night Shift Premium:	40¢ (39¢). Effective January 1, 1986, 42¢. 80¢ (78¢) on Saturday or Sunday. Effective January 1, 1986, 84¢.		
Paid Vacation:	4 weeks after 9 (10) years of service.		
Meal Allowance:	Effective July 22, 1985, \$4 (\$3.75). Effective January 1, 1986, \$4.25.		
Tool Allowance:	\$130 (\$125) per year.		

CONSTRUCTION

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement),
Canada-wide except Quebec - Labourers (AFL-CIO): A 12-month extension agreement effective from May 1, 1985 to April 30, 1986, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package: No increase in rates which were in effect at the expiry of the previous agreement.

Effective	<u>May 1/85</u>
Rodman	\$15.43
Specialized Labourer	\$16.70

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Metropolitan Toronto Independent Contractors, Low Rise Residential Construction - Local 46, Plumbers (AFL-CIO/CFL): A 21-month first agreement effective from August 1, 1985 to April 30, 1987, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Package:	Effective	<u>Aug. 1/85</u>	<u>Jan. 1/86</u>	<u>Oct. 1/86</u>
Journeyman Plumber		\$16.40*	\$18.61	\$19.50

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare fund. Second and third year rates also include employer contributions to supplementary unemployment benefit fund. Third year rate also includes employer contributions to pension fund.

* Includes 20¢ welfare fund contribution actually effective October 1, 1985.

Hours of Work:	8 hours per day Monday to Friday. When required to accommodate scheduling or emergency service and repairs, an additional 4 hours per week at regular rate of pay.
Overtime Pay:	Time and one-half for all hours worked in excess of the regular work week. Double time for all hours worked on Sundays and designated holidays.
Reporting Pay:	Minimum 2 hours' pay for eligible employee when no work is available due to reasons other than inclement weather.
Vacation and Holiday Pay:	8% of hourly rate for each hour earned. Effective January 1, 1986, 9%. Effective October 1, 1986, 10%.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.
Welfare Fund:	Effective October 1, 1985, employer contributes 20¢ per hour earned to the Local 46 Health and Welfare Plan. Effective January 1, 1986, 60¢. Effective October 1, 1986, 70¢.
Pension Fund:	Effective October 1, 1986, employer contributes 25¢ per hour earned to the Local 46 Pension Plan.
Supplemental Unemployment Benefit Fund:	Effective January 1, 1986, employer contributes 10¢ per hour earned to the Local 46 Supplementary Unemployment Benefit Plan.
Travel Allowance:	\$9 per day when required to work outside a 25-mile radius of Toronto City Hall and using own transportation. \$40 per day to a maximum of \$200 per week when required to be away from normal place of residence overnight.
Termination Pay:	2 hours' pay at basic hourly rate in lieu of 2 hours' advance notice, for employee employed by company for 45 calendar days or more.

Ontario Carpentry Contractors Association, province-wide except OLRB Areas 1 and 19 to 25 inclusive - Local 27*, Carpenters (AFL-CIO) (Residential low-rise construction): A 22-month renewal agreement effective from July 1, 1985** to April 30, 1987, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

* Previously Local 1190.

** Previous agreement expired April 30, 1985.

Package:	Effective	<u>July 1/85</u>	<u>May 1/86</u>
	Adjustments	\$2.52 reduction	\$1.10 increase
	Journeyman Carpenter	\$16.83 (\$19.35)	\$17.93

Package rates shown include wages, vacation and holiday pay, and employer contributions to employee benefit trust fund.

Employee Benefit Trust Fund: Employer contributes \$1.36 (\$1.30) per hour worked, including \$1.15 (\$1) to the welfare benefit plan, 7¢ (10¢) to the Administration Fund and 14¢ (20¢) for union dues.

ADDENDA

March 1985 Settlement

METAL FABRICATING

Guthrie Canadian Investments Limited, Butler Metal Products and Butler Polymet Divisions at Cambridge - Local 1780, Auto Workers (CLC): A 35-month renewal agreement effective from November 1, 1985 to September 30, 1988, covering 400 employees, settled at the bargaining stage and ratified in March, 1985. Duration of negotiations - 5 weeks.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>
	COLA Fold-in	*		
	General Increases	*	25¢	24¢
	Assembler	\$12.54 (\$11.41)	\$12.79	\$13.03
	Layout Inspector	\$15.90 (\$14.53)	\$16.15	\$16.39

* Rates effective November 1, 1985 include the COLA float accumulated under the previous agreement to July 1985, and the increase required to bring wages to the quoted rates.

Cost of Living Allowance: COLA generated under the final quarter of the previous agreement will continue to float.

1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the September 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective with the adjustment due in January 1988, 1¢ per 0.1 point change in the C.P.I. - 1981=100. 1¢ per quarter reduction for the first 8 adjustments,

2¢ for the next 2 adjustments, and 1¢ for the remaining adjustments. (Previously, no reductions.)

Shift Premium:	0-55¢-65¢ (0-45¢-55¢). Effective November 1, 1986, 0-65¢-75¢. Effective November 1, 1987, 0-75¢-85¢.
Paid Holidays:	2 personal floating holidays, which were deleted in the previous agreement, restored for a total of 16 (14) days.
Bereavement Leave:	Up to 3 (1) days' paid leave upon death of son-in-law and daughter-in-law.
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$26,000 (\$25,000). Effective November 1, 1986, \$27,000. Effective November 1, 1987, \$28,000.</p> <p><u>A. D. & D.</u> - Benefit is \$15,500 (\$15,000). Effective November 1, 1986, \$16,000. Effective November 1, 1987, \$16,500.</p> <p><u>Weekly Indemnity</u> - Effective January 1, 1986, benefit is \$296 (\$231) per week or UIC maximum, whichever is greater. Effective January 1, 1987, \$316.</p> <p><u>Long Term Disability</u> - Maximum benefit for disabilities which occurred after November 1, 1983 is \$700 (\$600) per month, less offsets for C.P.P. and company pension plan. Effective November 1, 1986, \$725. \$775, \$800, and \$825 for disabilities which occur after November 1, 1985, 1986, and 1987, respectively.</p> <p><u>Vision Care</u> - Maximum claim is \$100 (\$90) every 24 months. Effective November 1, 1986, \$110. Effective November 1, 1987, \$120.</p> <p><u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule, updated on November 1 each year.</p> <p><u>Transition Survivor Income Benefit (new)</u> - \$350 per month for surviving spouse with dependent child or for surviving dependent child only, and \$300 per month for surviving spouse, payable for a maximum of 24 months. Effective November 1, 1986, \$325 for surviving spouse. Effective November 1, 1987, \$350.</p>
Pension Plan:	<p><u>Basic Benefit</u> - \$15 (\$13.50) per month per year of service. Effective November 1, 1986, \$16. Effective November 1, 1987, \$17.</p> <p><u>Early Retirement</u> - Employee with 30 years of service may retire early with a reduced pension, at any age (new). Employee at age 62 (64) with 10 years of service may retire with an unreduced pension.</p> <p><u>Bridging Supplement</u> - \$8.25 (\$6.75) per month per year of service. Effective November 1, 1986, \$9.25. Effective November 1, 1987, \$10.25.</p> <p><u>Current Retirees</u> - Benefits increased by \$1.50 per month per year of service. Effective November 1, 1986, and 1987, increased by \$1.</p>
Safety Shoe Allowance:	\$40 (\$35) for 1 pair per year. Effective November 1, 1986, \$45. Effective November 1, 1987, \$50.

Tool Allowance: Maximum \$100 (\$80) per year for skilled trades.

June 1985 Settlements

EDUCATION AND RELATED SERVICES

Huron County Board of Education at Clinton - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 372 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	3.8% rounded to the nearest \$100
	Teacher-Category D 0-6 years	\$17,500-\$23,400 (\$16,880-\$22,550)
	Teacher-Category A1 0-10 years	\$20,500-\$35,500 (\$19,790-\$34,200)
	Teacher-Category A4 0-10 years	\$24,200-\$45,400 (\$23,320-\$43,730)
Responsibility Allowances:	Vice-Principal (0-3 years)	\$5,000 (\$3,510-\$4,280)
	Co-ordinator	\$5,000 (\$4,830)
	Principal	\$9,000 (\$8,740)

Health and Welfare: Extended Health Care (new) - Employer pays 100% of premium costs of a plan that includes a drug plan equivalent to Blue Cross Formulary Three, with a 10% deductible on prescriptions.

Dental Plan (new) - Employer pays 100% of premium costs of a plan equivalent to Blue Cross Plan No. 9 with a 10% deductible. Coverage is based on the 1983 Ontario Dental Association fee schedule.

PERSONAL SERVICES

VS Services Ltd., Ottawa Civic Centre Division at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1985 to December 31, 1987, covering 300 employees, settled with mediation assistance and ratified in June 1985. Duration of negotiations - 5 months.

Wage:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	15¢	20¢	25¢
	Beer Service	\$4.90 (\$4.75)	\$5.10	\$5.35
	General Help/ Runner	\$5.20 (\$5.05)	\$5.40	\$5.65
Lead-Hand Premium:	\$1 (70¢) for all guaranteed hours.			
Pay for Work on Paid Holiday:	Double time (straight time) for all hours worked on Boxing Day.			

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (clerical and regulatory group): A 4 1/2-month renewal agreement effective from July 30, 1985* to December 15, 1985, with wages retroactive to December 17, 1984, covering 391 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 5 months.

* Previous agreement expired December 16, 1984.

Wages:	Effective	<u>Dec. 17/84</u>
	General Increase	3.5%
	<u>Annual Rates</u>	
	CR-Level 1	\$13,302-\$14,903 (\$12,852-\$14,399)
	CR-Level 7	\$30,002-\$32,853 (\$28,987-\$31,742)
	Maximum rates are reached on merit.	
Meal Allowance:	\$4.75 (\$4) after 3 hours of overtime and \$3.75 (\$3) for subsequent meal after 7 hours of overtime, except where meal is provided.	
Paid Maternity Leave (new):	2 weeks at 93% of regular weekly rate plus an additional 15 weeks at the difference between 93% of regular weekly rate and UIC benefit.	

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
AUGUST 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER



T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

An arbitration award, issued in August, featured a new job security provision in a 2-year renewal agreement between Ontario Hydro and the Canadian Union of Public Employees, covering 15,000 hourly-rated and salaried employees. Arbitration was agreed to by the parties, ending a 12-day strike.

The award provided for a wage increase of 5 percent on April 1, 1985, with a maximum of \$28 a week for clerical and technical employees, and a further increase of 3.5 percent on April 1, 1986. The cost-of-living provision will be restored in the second year to provide adjustments calculated at 1 percent for each full percent rise in the Consumer Price Index (1981=100) above the second year increase of 3.5 percent.

In the area of benefits, the eligibility for early retirement with unreduced benefit was broadened to include employees whose age and years of service total 90 years. Previously, only employees with at least age 58 and years of service totalling 85 years were eligible. In addition, the reductions in benefits for early retirement after 25 or more years of service were dropped to 15 to 6 percent from 25 to 7 percent between ages 55 and 58.

Under the new job security provision, employees with 2 or more years of service are guaranteed continued employment in the event of a lay-off resulting from the use of purchased services. In addition, the number of Ontario Hydro tradesmen assigned to perform work under the EPSCA Maintenance Assist agreement will be limited to 450 at any one time.

In another settlement in the industry, the Windsor Utilities Commission reached a 2-year agreement with the Electrical Workers (IBEW), covering 210 employees. Wage rates were increased 4.5 percent on April 1, 1985, 5-20 cents on July 1, 1985, a further 4.5 percent on April 1, 1986, and 2-17 cents on July 1, 1986. Other terms included a 7 cents increase in second shift premium and 6 cents for the third shift; a one year reduction in the service required for 3 and 4 weeks' vacation; and the adoption of a major medical plan with a \$1 deductible, and a dental plan with a maximum lifetime claim of \$750 for orthodontics.

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FOOD AND BEVERAGE

Canada Packers Inc., Hoffman Meats Inc. Division, previously Gainers Inc., Hoffman Meats, at Kitchener - Local 139, Food and Commercial Workers (AFL-CIO/CLC): A 14 1/2-month renewal agreement effective from August 12, 1985* to October 31, 1986, with wages retroactive to November 1, 1984, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

* Previous agreement expired November 1, 1984.

Wages:	Effective	<u>Nov. 1/84</u>	<u>Nov. 1/85</u>
	Increases	16¢, except 42¢ to Group A	16¢, except 42¢ for Group A
	Additional Adjustment	Classification Schedule Regrouped	
	Group A (includes General Labourer)	\$11.57 (\$11.15)	\$11.99
	Group H (includes Maintenance)	\$13.59 (\$13.43)	\$13.75
	<u>Start Rate (new) - 75% of job rate, which is reached after 20 months.</u>		
Lead Hand Premium:	30¢ (25¢).		
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.		
Tool Allowance:	\$50 per year towards replacement tools for Tradesmen in Group H. (Previously, eligible employees were fully reimbursed.)		

Thomas J. Lipton Inc. at Bramalea - Local 327, Grain Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 16, 1985 to February 15, 1987, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 16/85</u>	<u>Feb. 16/86</u>
	General Increases	5%	4.3%
	Job Grade 1 (includes General Labour)	\$9.52 (\$9.07)	\$9.93
	Job Grade 11 (Electronic Electrician)	\$13.89 (\$13.23)	\$14.49

Health and Welfare: Life Insurance for Retirees - Benefit is \$2,500 (\$1,500).
Dental Plan - Coverage is based on the 1985 (current year's) Ontario Dental Association fee schedule.

Tool Allowance: \$65 (\$60) per year.

Safety Shoe Allowance: Maximum \$47.50 (\$45) per year.

Severance Pay (new): 1 week's pay per year of service for employee with 3 or more years of service who is laid off for more than one year.

WOOD

Robert Hunt Corporation at London - Local 3054, Carpenters (AFL-CIO): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 270 employees*, settled with mediation assistance. Duration of negotiations - 3 months.

* Includes 35 employees currently on lay-off status.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	50¢	40¢
	Labourer	\$9.25 (\$8.75)	\$9.65
	Maintenance 1	\$11.85 (\$11.35)	\$12.25

Shift Premium: 35¢ (30¢).

Health and Welfare: Life Insurance - Effective September 1, 1985, benefit is \$2,000 for spouse and \$1,000 for dependent child (new).

Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Vision Care (new) - Effective September 1, 1985, employer pays 100% of premium cost, with a maximum claim for eyeglasses or contact lenses of \$50 every 2 years.

Hearing Aid (new) - Effective September 1, 1985, employer pays 100% of premium cost with a maximum claim of \$300 every 5 years.

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Steel Division at Toronto - Local 5338, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 17, 1985 to July 16, 1987, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	July 17/85	July 17/86
	General Increases	40¢	40¢
	Skilled Trades Adjustments	20¢	20¢
	Machine Operator	\$8.54 (\$8.14)	\$8.94
	Light Fixture Electrician	\$11.14 (\$10.54)	\$11.74

Paid Holidays: 1/2 day is added during the Christmas period for a total of 11 1/2 (11) days. Effective July 17, 1986, a further 1/2 day is added for a total of 12 days.

Paid Vacation: 4 weeks after 13 (15) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Effective August 15, 1985, benefit is \$15,000 (\$12,000).
Major Medical - Maximum lifetime claim is \$15,000 (\$10,000).
Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$40 (\$35) per year.

PAPER AND ALLIED

Domtar Inc., Domtar Packaging, Corrugated Containers Division, Inter-city - Various locals, Canadian Paperworkers (CLC): Five 36-month renewal agreements effective from July 1, 1985 to June 30, 1988, covering 825 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/85	July 1/86	July 1/87
	General Increases	2.5%	4%	5%
	Grade 1 (includes Hand Partition Assembler)	\$12.36 (\$12.06)	\$12.85	\$13.49
	Grade 24 (includes Electrician)	\$16.12 (\$15.73)	\$16.76	\$17.60

Shift Premium: Effective August 12, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Life Insurance - Effective September 1, 1985, benefit is \$25,000 (\$24,000).
A. D. & D. - Effective September 1, 1985, benefit is \$16,000 (\$11,000). Effective July 1, 1986, \$20,000.

Life Insurance for Retirees - Effective September 1, 1985, benefit is \$2,500 (\$2,000).

Weekly Indemnity - Effective September 1, 1985, benefit is \$290 (\$270) per week or UIC maximum, whichever is greater. Effective July 1, 1986, \$305. Effective July 1, 1987, \$315.

Long Term Disability - Effective September 1, 1985, maximum monthly benefit is \$1,200 (\$1,000). Effective July 1, 1986, \$1,300.

Dental Plan - Effective April 30, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective April 30, 1987, the 1986 O.D.A. fee schedule. Effective April 30, 1988, the 1987 O.D.A. fee schedule.

Safety Shoe Allowance: Maximum \$34.50 (\$32.50) per year upon proof of purchase. Effective July 1, 1986, \$36.50. Effective July 1, 1987, \$38.50.

Contracting Out Clause (new): No contracting out of repair and maintenance work regularly performed by the repair crew, for which the plant is equipped, for which crews are available, and which employees are capable of doing.

MacMillan Bathurst Ltd., previously MacMillan Bloedel Ltd. at Guelph and Toronto - Locals 1199 and 1497, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from July 1, 1985 to June 30, 1988, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 1/85	July 1/86	July 1/87
General Increases		2.5%	4%	5%
Additional Adjustment		72¢ Certificate premium for Electrician is folded into wage rate prior to 2.5% increase		
Job Level 3 (includes Packer-Finishing)		\$12.57 (\$12.26)	\$13.07	\$13.72
Job Level 11 (Electrician "A")		\$15.11 (\$14.02)	\$15.72	\$16.51

Shift Premium: Effective August 26, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: A. D. & D. (new) - Effective September 1, 1985, benefit is \$5,000. Effective July 1, 1986, \$7,500. Effective July 1, 1987, \$10,000.

Weekly Indemnity - Maximum benefit is \$290 (\$275) per week or the UIC benefit, whichever is greater. Effective July 1, 1986, \$305. Effective July 1, 1987, \$315.

Long Term Disability - Maximum benefit is \$1,200 (\$1,000) per month. Effective July 1, 1986, \$1,300.

Dental Plan - Effective July 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1987, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - A contributory plan is to be implemented with the benefit based on the best 5 years' average earnings (new). Employees retiring after July 1, 1985, receive the greater of a benefit based on the best 5 years' average earnings or \$13 (unchanged) per month per year of service plus the Bridging Supplement and the Transition Benefit.

Bridging Supplement - \$18 (\$11) per month per year of continuous service up to a maximum of 30 years of continuous service for employee aged 61 with 20 years of continuous service.

Transition Benefit (new) - 50% of employee's contributions to the contributory plan.

Safety Shoe Allowance: Maximum \$36.50 (\$35) per year. Effective July 1, 1986, \$38.50. Effective July 1, 1987, \$40.50.

Safety Prescription Glasses: \$60 every 24 months. (Previously, employer provided glasses).

Severance Pay: 1 week's pay per year of service to a maximum of 26 weeks. (Previously, 4 weeks' pay after 3 years of service, 6 weeks after 5 years, 7 weeks after 7 years and 8 weeks after 10 years.)

Somerville Belkin Industries Limited, Toronto Packaging Division at Toronto - Local 36, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 256 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	Increases	average 4%	average 4%
	Material Handler-Cutting & Creasing Department	\$10.94-\$11.07 (\$10.44-\$10.57)	\$11.38-\$11.51
	A-1 Electrician	\$13.57 (\$13.07)	\$14.11

	<u>May 1/85</u>	<u>May 1/86</u>
Group Pressman	\$19.13 (\$18.63)	\$19.90

Maximum rate for Material Handler is reached after 3 months.

Shift Premium: Effective May 1, 1986, 0-65¢-80¢ (0-60¢-75¢).

Health and Welfare: Life Insurance and A. D. & D. - Effective September 1, 1985, benefit is \$16,000 (\$15,000). Effective May 1, 1986, \$17,000.

Weekly Indemnity - Effective November 1, 1985, maximum benefit is \$255 (\$231) per week. Effective May 1, 1986, \$275.

Long Term Disability - Effective September 1, 1985, maximum benefit is \$1,500 (\$1,300) per month.

Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

DRG Inc., DRG Packaging Division at Toronto - Local 466S, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1985 to September 30, 1987, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 day.

Wages:	<u>Effective</u>	<u>Oct. 7/85</u>	<u>Oct. 6/86</u>
General Increases		4.5% plus 5¢	4.5%
Group 20 Belt Packer		\$8.41-\$8.94 (\$8.00-\$8.51)	\$8.79-\$9.34
Group A 759 Cerutti Pressman		\$16.14-\$17.34 (\$15.40-\$16.55)	\$16.87-\$18.12

Maximum rate for Belt Packer is reached after 12 months, and for 759 Cerutti Pressman after 72 months.

Lump Sum Settlement Payment: \$75 per employee.

Shift Premium: 0-45¢-45¢ (0-40¢-40¢). Effective October 6, 1986, 0-50¢-50¢.

Paid Holidays: 1 floating day is added in the second year of a total of 12 (11) days.

Health and Welfare: Dental Plan - Effective January 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Optional coverage for the repair and supply of dentures, 75% employer paid (new).

ELECTRICAL PRODUCTS

Inglis Limited at Stoney Creek - Local 525, Auto Workers (CLC): A 36-month renewal agreement* effective from June 17, 1985 to June 16, 1988, covering 650 employees**, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

* A closeout agreement was also negotiated at this time. The company will phase out operations at this location over the next 3 years. Details of the closeout agreement follow this report.

** Includes 190 employees currently on lay-off status.

Wages:	Effective	<u>June 17/85</u>
	COLA Fold-in	\$1.19
	Assembler B	\$10.80 (\$9.61)
	Electrician-Electronics I	\$15.04 (\$13.85)

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the March 1985 index as the base. Capped at 80¢ per contract year. Adjusted quarterly and payable for all hours paid. (Basic formula is unchanged.)

Pension Plan: Basic Benefit - \$13 (\$11.50) per month per year of service.

CLOSEOUT AGREEMENT

Inglis Limited at Stoney Creek - Local 525, Auto Workers (CLC): The following provisions are effective June 17, 1985, unless otherwise stated.

Health and Welfare: Continuation of Benefits - Employee who is laid off receives benefit coverage for 12 months on a 50%-50% co-insurance basis. Employee has the option of continuing coverage for 12 additional months, if 100% of premium costs are paid by employee. (Previously, employee on lay-off received full benefit coverage for 2 months on a 50%-50% co-insurance basis, with the option of 10 additional months while paying full premium.)

Pension Plan: Vesting - Effective March 13, 1985, employee on the active payroll receives vested pension. (Previously, vesting at age 40 and 10 years of service.)

Early Retirement - Employee aged 62 who is laid off receives an unreduced pension (new). Actuarial reduction factors are improved for other eligible employees.

Special Supplemental Pension (new) - Employee receiving an unreduced pension is not eligible for severance pay; however, employer will calculate the amount the employee would have received if eligible, increase the amount using a formula, and pay the resulting amount in equal monthly installments as a special supplemental pension.

Supplemental
Unemployment
Benefit Plan:

Employer Contribution - 1 week's pay per year of service, with partial years rounded up to the nearest month and prorated.

An additional \$750 per employee with 5 to 13 years of service and \$1,500 per employee with 13 or more years of service.
(Previously, money in the plan was depleted.)

Benefit - Employee receives the difference between 95% of gross wages and UIC benefits.

Special Survivor
Benefit:

Employee's beneficiary receives separation benefits, if eligible.

Employment
Assistance Plan
(new):

Employee receives regular pay while attending job interviews approved by employer. Employer will assist in locating new jobs.

Employee willing to relocate at other company plants will receive preference in hiring. Employee successful on transfer relinquishes seniority credits and receives full job rate and benefits. Selection is by the hiring plant. Employer waives probationary period for transferred employee.

Recall Rights:

Special extension of recall rights of up to 3 years from final closing for employees on the payroll on March 13, 1985, if the plant reopens.

FORESTRY

E.B. Eddy Forest Products Ltd., Forestry Division at Espanola - Local 2693,

Carpenters (AFL-CIO): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 325 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
General Increases		2.5%	4%	5%
Labourer		\$13.65 (\$13.32)	\$14.20	\$14.91
Mechanic Class A1		\$17.26 (\$16.84)	\$17.95	\$18.85

Shift Premium:

Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and
Welfare:

Medical, Surgical, Drug and Hospital Care Plan - Effective September 1, 1985, employer contributes \$37.44 (\$32.08) per month for single coverage and \$77.85 (\$65.99) per month for family coverage. Effective September 1, 1986, employer pays the then current premiums for the remainder of the agreement.

Weekly Indemnity - Effective September 1, 1985, maximum benefit is \$315 (\$275) per week. Effective September 1, 1986, \$335.

Long Term Disability - Effective September 1, 1985, maximum monthly benefit is \$1,600 (\$1,400). Effective September 1, 1986, \$1,700.

Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan (new): Effective September 1, 1985, a non-contributory plan is implemented for hourly rated employees at age 25 with 1 year of continuous service.

Basic Benefit/Past Service - \$10 per month per year of service from January 1, 1951 to December 31, 1985.

Basic Benefit/Future Service - Effective January 1, 1986, \$12 per month per year of service.

Early Retirement - Employee may retire with an actuarially reduced pension at age 55 with 10 years of service.

Supplementary Benefit - Effective January 2, 1986, employer will contribute \$30 per month per employee, conditional on the employee contributing \$30. Vesting after 1 year of service.

Surviving Spouse Benefit - 60% of accumulated pension upon death of employee with minimum 10 years of service and age 55. Benefit is actuarially reduced if surviving spouse is more than 10 years younger than employee.

Guaranteed Payments - If retired employee dies before receiving 60 monthly payments of retirement income under the plan, the remaining payments will continue to be paid to the beneficiary of the retired employee.

Disability Benefit - Employee at age 55 with 10 years of service who qualifies for disability benefits under the CPP/QPP and is totally and permanently disabled will be eligible for a monthly disability pension without actuarial reduction.

Commuter Allowance: \$7.80 (\$7.60) per day. Effective September 1, 1985, \$8.10. Effective September 1, 1986, \$8.50.

Mileage Allowance: Effective August 1, 1985, 20¢ (19¢) per kilometre.

Protective Clothing Subsidy: Effective August 1, 1985, employer will sell to employee safety pants at \$9 (\$7), safety gloves and mitts at \$7 (\$5) and safety boots at \$12 (\$10), below cost price.

Travel Allowance: Effective August 4, 1985, \$10.82 (\$10.30) per week. Effective September 1, 1985, \$11.36. Effective September 1, 1986, \$11.93.

Power Saw Rental: Employer pays to day workers using own saws \$10 (\$9.50) per 8 hour day for felling and limbing and \$11 (\$10.50) per day for bucking at a landing on a skidding operation.

MINES

Falconbridge Limited at Sudbury - Local 598, Mine, Mill and Smelter Workers' Union (CCU) (mine and surface employees): A 36-month renewal agreement effective from August 23, 1985 to August 21, 1988, with wages retroactive to August 21, 1985, covering 1,950 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Aug. 21/85	Aug. 21/86	Aug. 21/87
COLA Fold-in		50¢*		
General Increases		15¢	15¢	15¢
Job Class Increments		18¢ (17.5¢)	18.5¢	19¢
Job Class 2 (includes Labourer)		\$10.45 (\$9.795)	\$10.605	\$10.76
Job Class 19 (includes Electrician)		\$13.51 (\$12.77)	\$13.75	\$13.99
Effective			Aug. 20/88	
COLA Fold-in			\$1.71	
Job Class 2			\$12.47	
Job Class 19			\$15.70	

* Actually folded in effective August 23, 1985.

Cost of Living Allowance: \$2.21 COLA was generated under the previous agreement. 50¢ COLA folded into wages August 23, 1985, and a further fold-in of \$1.71 effective August 20, 1988.

Effective August 23, 1985, 12¢ is added to the existing COLA float, representing COLA generated during the final quarter of the previous agreement.

1¢ per 0.35 point change in the Consumer Price Index - 1961=100, using the July 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 30¢-32.5¢-35¢ (25¢-27.5¢-35¢) for afternoon, evening and night shifts.

Sunday Premium: \$1.35 (\$1).

Christmans Bonus: \$100 (\$50).

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$14,000) for employee with dependent(s) and \$7,500 (\$7,000) for employee without dependent.

Long Term Disability - Benefit is no longer offset by CPP benefits.

Weekly Indemnity - Effective January 1, 1986, benefit is \$290 (\$275) per week. Effective January 1, 1987, \$300. Effective January 1, 1988, \$310.

Dental Plan - Effective September 1, 1985, coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.

Pension Plan:

Basic and Supplemental Benefits - Effective September 1, 1985, \$19 (\$17) per month per year of service. Effective September 1, 1987, \$20.

Minimum Monthly Benefit - Effective January 1, 1986, \$950 (\$850) for employee with 30 years of service. Effective January 1, 1988, \$1,000.

Early Retirement - Employee whose age plus years of service equals 90 may retire early without actuarial reduction (previously, pension was reduced).

TRANSPORTATION

Canadian Pacific Air Lines Limited, system-wide - Railway Clerks (AFL-CIO/CLC)
(full-time and reduced-time agents, dispatchers, passenger service representatives and teletypists): A 33-month renewal agreement effective from October 29, 1984 to July 21, 1987, covering 368 Ontario employees, settled during a work stoppage. Duration of negotiations - 13 months.

Wages:	Effective	<u>July 8/85</u>	<u>Oct. 28/85</u>
	General Increase		4%
	Additional Adjustment	Wage grid for Agents/Passenger Service Representative and Teletypist revised*	
	<u>Monthly Rates**</u> (37 1/2 hours per week)		
	Teletypist	\$1,057.70-\$2,281.98 (\$1,272.39-\$2,077.01)	\$1,100.01-\$2,373.26
	Agent/Passenger Service Representative	\$1,066.19-\$2,281.98 (\$1,286.29-\$2,281.98)	\$1,108.84-\$2,373.26
	Dispatcher	\$2,699.04-\$3,758.07 (\$2,699.04-\$3,758.07)	\$2,807.00-\$3,908.39

Effective

Apr. 27/87

General Increase

4%

Teletypist

\$1,144.01-\$2,468.19

Agent/Passenger
Service Represen-
tative

\$1,153.19-\$2,468.19

Dispatcher

\$2,919.28-\$4,064.73

* Employees hired on or before July 7, 1985 will continue to progress on the former wage grid.

** Full wages excluding contributions to paid leave of absence plan.

Maximum rate for Teletypist is reached after eight 26-week increases and one annual increase (seven 26-week increases); for Agent/Passenger Service Representative, after nine (eight) 26-week increases and for Dispatcher, after eight annual increases.

Productivity
Improvement Bonus
(new):

Effective August 9, 1985, \$500 lump sum payment for permanent full-time employees. Pro-rated for temporary or part-time employees on the basis of straight time hours worked during the year prior to August 9, 1985.

Payload Specialist
Premium (new):

Effective August 9, 1985, 50¢ per hour. Effective August 9, 1986, 65¢.

Agent-In-Charge
Premium (new):

Effective August 9, 1985, Agent-In-Charge will receive \$180 per month in addition to their classification rate.

Health and
Welfare:

Continuation of Benefits (new) - Employer continues to share the cost of health, disability and pension coverage to a maximum of 41 weeks for employee on maternity leave. This also applies to the 24 (1) weeks of child care leave (previously called Paternity Leave).

Passes:

Effective August 9, 1985, one additional pass for employee and eligible dependents until August 8, 1986 (new).

Relocation
Allowances:

Agent who volunteers to transfer in order to retain employment receives the following:

Pay Entitlement - Maximum 5 (7) paid days to relocate.

Legal or Notarial Fees - Reimbursed, when paid toward the purchase of a new home, provided employee was a homeowner at the former location (new).

Temporary Accommodation and Living Expenses - Maximum 5 (10) days reimbursement.

Mileage - 15¢ (10 1/2¢) per mile for the first 500 miles and 11¢ (8¢) thereafter, for employee wishing to drive to new location using most direct route.

Incidental Expenses - \$2,000 (\$150) reimbursement.

Job Security (new):	Guaranteed employment for the duration of this contract for active employees in permanent full-time positions on July 7, 1985. This guarantee also applies to active employees in permanent part-time positions on April 27, 1985. For Passenger Service Representatives, Agents and Teletypists in permanent full-time positions on July 7, 1985, this guarantee is extended to their normal retirement age, provided that the productivity improvements remain in effect.
Voluntary Separation Incentive Programme (new):	Employee actively in permanent full-time position on July 7, 1985 who elects to retire early or resign, will receive 2 weeks' pay per year of service, to a maximum of 52 weeks' pay. Employee within 24 months of normal retirement will receive pay for half of the remaining months, and to a maximum of 40 weeks' pay for surplus employee who is within 24 months of normal retirement. Employee with a minimum of 4 years of service, who is ineligible for early retirement, is eligible for one annual pass per year of service.
Severance Pay (new):	Employee with from 1 to 3 years of continuous service receives 2 weeks' pay, and one additional week's pay for each subsequent year of service to a maximum of 20 weeks' pay.
Contracting Out Clause (new):	No contracting out of required passenger handling functions at Vancouver and Toronto Airports.
Reduced-time Employees:	<u>Reduced-Time Employee Ratio</u> - Maximum 30% (20%) of work force. <u>Hours of Work</u> - Guaranteed minimum of 20 hours per week, maximum 30 hours. (Previously, 20 hours per week.) <u>Overtime Pay (new)</u> - All hours worked beyond scheduled hours are paid at the applicable full-time overtime rates. <u>Health and Welfare Benefits and Pension Plan (new)</u> - Coverage extended to reduced-time employees.

Canadian National Railway, system-wide - Rail Traffic Controllers (CCU): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 340 Ontario employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	<u>Weekly Rates</u> (40 hours per week)		
	Operator	\$480.34 (\$461.87)	\$499.55

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
Train Dispatcher	\$722.79 (\$694.99)	\$751.70

Shift Premium:	Effective September 1, 1985, 0-30¢-35¢ (0-25¢-30¢).
Paid Vacation:	6 weeks after 28 (29) years of service. Effective January 1, 1986, 5 weeks after 19 (20) years.
Bereavement Leave:	Effective September 1, 1985, 3 days' paid leave upon death of common-law spouse (new).
Paid Maternity Leave (new):	Effective September 1, 1985, 15 weeks at the difference between 66 2/3% of weekly salary and U.I.C. benefit, to a maximum \$345 per week. Effective January 1, 1986, 70% of weekly salary to a maximum \$370.
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000. <u>Life Insurance for Retirees</u> - Effective September 1, 1985, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service. <u>Weekly Indemnity</u> - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370. <u>Major Medical</u> - Effective September 1, 1985, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Effective January 1, 1986, maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new). <u>Vision Care (new)</u> - Effective January 1, 1986, maximum claim is \$100 per year for dependents under 18 and \$100 every 2 years for employee and dependents 18 and over. <u>Dental Plan</u> - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls for all employees represented by the Rail Canada Traffic Controllers. Effective January 1, 1986, the same amount for pre-1977 pensioners or their survivors.
Mileage Allowance:	Effective January 1, 1986, 21¢ (19.26¢) per kilometre.
Employment Security (new):	Employee with 8 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change. An employee with Employment Security whose position is abolished will be trained for another position.

Passes:	Present pass policies of the CNR for employees and pensioners in the service of the CNR on or prior to March 13, 1979 will be maintained for trains operated by VIA Rail Canada Inc.
Injury on Duty Pay (new):	Employee receives full wages for the day the injury was received.
Relocation Allowance:	\$550 (\$500).
Transportation Expenses:	\$140 (\$125) per employee and \$55 (\$50) per dependent, when moving to a new location. \$115 (\$105) for employee who does not wish to move. Effective January 1, 1986, \$120.
Property Sale Allowance:	\$7,700 (\$7,000).
Refresher Training Allowance:	Effective September 1, 1985, \$57 (\$55) per week for Train Dispatcher and Train Movement Director. Effective January 1, 1986, \$59.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC):
A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 15,000 employees, settled by arbitration following a work stoppage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
Increases		5%, with a maximum \$28 per week for Salary Schedule 20 only	3.5%
Labourer		\$12.44 (\$11.85)	\$12.88
Trade Group 1 (includes Electrician and Lineman)		\$17.08 (\$16.27)	\$17.68
<u>Weekly Rates</u> (35 hours per week)			
Grade 51 (includes Office Junior)		\$341.84-\$363.66 (\$325.56-\$346.34)	\$353.80-\$376.39
Grade 66 (includes Senior Design Technologist)		\$828.98-\$880.11 (\$800.98-\$852.11)	\$857.99-\$910.92

Maximum rates for Office Junior and Senior Design Technologist are reached after 2 annual increases.

- Cost of Living Allowance: 1% per full 1% increase in the Consumer Price Index - 1981=100, using the March 1986 index as the base. Triggered at 3.5%. (Previously, clause was inoperative.)
- Health and Welfare: Dental Plan - Effective January 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1987 O.D.A. fee schedule.
- Pension Plan: The following pension plan improvements are subject to approval by the Ontario Government (Order-in-Council).
- Early Retirement - Employees aged 58 or older may retire early without actuarial reduction if their age plus years of service equal 85 (unchanged). Employee may retire early without actuarial reduction when their age plus years of service equal 90 (new).
- Employees with 25 or more years of service and who do not qualify for unreduced pension may retire at age 55 with a 15% (25%) reduction, at age 56 with a 12% (18%) reduction, at age 57 with a 9% (12%) reduction, at age 58 with a 6% (7%) reduction and at age 59 with a 3% reduction (unchanged).
- Job Security (new): Regular employee with 2 or more years of service is entitled to employment protection at a lower classification within their occupational group in their region, division or branch, if work in a lower classification is being performed by purchased services lasting at least 6 months from the date of potential layoff (new).
- Maximum of 450 Ontario Hydro tradesmen to be assigned under the EPSCA Maintenance Assist Agreement at any one time.

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL):
A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 210 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/85	July 1/85
	Increases	4.5%	5¢ for unskilled, 15¢ for semi-skilled, and 20¢ for skilled trades
	Labourer	\$12.27 (\$11.74)	\$12.32
	Lineman	\$15.75 (\$15.07)	\$15.95
	Service Installation and Repair	\$16.19 (\$15.49)	\$16.39

	Effective	<u>Apr. 1/86</u>	<u>July 1/86</u>
Increases		4.5%	2¢ for unskilled, 12¢ for semi- skilled, and 17¢ for skilled trades
Labourer		\$12.87	\$12.89
Lineman		\$16.67	\$16.84
Service Installation and Repair		\$17.13	\$17.30
Shift Premium:	0-45¢-55¢ (0-38¢-49¢).		
Paid Vacation:	3 weeks after 4 (5) years of service, 4 weeks after 10 (11) years.		
Health and Welfare:	Major Medical - Green Shield Apoth-A-Care Plan #3 (#4), with \$1 deductible (new). Green Shield Extended Health Services U5 (U) plan. Dental Plan - Green Shield Plan number 14 (Plus 3). Maximum lifetime claim for orthodontics is \$750 (new).		
Meal Allowance:	\$6.50 (\$6) after 2 hours of overtime and \$6.50 (\$6) for each 4 additional hours of overtime .		

RETAIL TRADE

Loblaws Limited, province-wide - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office employees): A 24-month renewal agreement effective from April 25, 1985* to April 27, 1987, covering 370 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Previous agreement was scheduled to expire on April 30, 1985.

Wages:	Effective	<u>Apr. 25/85</u>	<u>Apr. 27/86</u>
Increases:			
Full-time employees		40¢-80¢	10¢-25¢
Part-time employees		35¢	35¢
	<u>Warehouse and Divisional Department</u>		
Warehouse Clerk A Days only		\$9.74-\$15.09 (\$9.34-\$14.29)	\$9.84-\$15.29
Receiver-Checker Days only		\$15.62 (\$14.82)	\$15.82

Advertising and
Duplication Department

Bindery Operator B	\$8.81-\$14.13 (\$8.41-\$13.33)	\$8.91-\$14.33
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Photo-Typesetter/ Programmer	\$12.85-\$17.59 (\$12.45-\$16.79)	\$12.95-\$17.79
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Office Employees

Order Clerk	\$8.98-\$14.41 (\$8.58-\$13.61)	\$9.11-\$14.66
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Inventory Control Clerk	\$9.74-\$15.09 (\$9.34-\$14.29)	\$9.87-\$15.34
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Maximum rates for Warehouse and Office employees are reached after 12 months, and for Advertising employees after 18 months.

Shift Premium: Effective May 1, 1986, 0-60¢-60¢ (0-50¢-50¢).

Health and Welfare: Life Insurance - Effective May 1, 1986, benefit is \$25,000 (\$20,000).

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 1,035 employees, settled during a work stoppage. Duration of negotiations - 17 months.

Wages:	Effective	Sept. 1/84	Sept. 1/85
Increases		4.25%	4.25% for Teachers; 4.45% for Principal, Vice-Principal and Supervisor
Teacher-Category I 0-11 years	\$20,832-\$34,846 (\$19,983-\$33,425)		\$21,717-\$36,327
Teacher-Category IV 0-11 years	\$24,999-\$44,507 (\$23,980-\$42,693)		\$26,061-\$46,399
Vice-Principal 0-2 years	\$49,507-\$51,869 (\$47,489-\$49,754)		\$51,710-\$54,177
Supervisor 0-2 years	\$51,463-\$55,227 (\$49,365-\$52,976)		\$53,753-\$57,685
	<u>Principal</u>		
Vocational School 0-2 years	\$51,841-\$55,489 (\$49,728-\$53,227)		\$54,148-\$57,958

	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
Composite School 0-2 years	\$54,098-\$58,243 (\$51,893-\$55,869)	\$56,505-\$60,835
Responsibility Allowances:	Increased by 4.25%. Effective September 1, 1985, increased by a further 4.25%.	
Health and Welfare:	<u>Dental Plan (new)</u> - Effective October 1, 1985, employer pays 100% of premium costs for Blue Cross #7 or equivalent plan, with 50%-50% co-insurance and a maximum annual benefit of \$1,000. Coverage is based on the 1985 Ontario Dental Association fee schedule. <u>Continuation of Benefits (new)</u> - Employer continues to pay premium costs of OHIP, Semi-Private Hospitalization, Extended Health Care, Life Insurance and Dental Plan for up to 17 weeks for employee on maternity leave.	
<u>Carleton University</u>	<u>at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (full-time and part-time clerical, technical and administrative employees):</u> A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 580 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.	
Wages:	Effective	<u>July 1/85</u> <u>July 1/86</u>
	Increases	5% or \$900, whichever is greater* 4%
	<u>Annual Rates</u>	
	Level 2 (includes Mail Clerk)	\$13,792-\$16,264 (\$12,892-\$15,364) \$14,344-\$16,918
	Level 5 (includes Secretary)	\$18,793-\$23,056 (\$17,893-\$21,960) \$19,545-\$23,976
	Level 9 (includes Computer Services Supervisor)	\$32,650-\$41,506 (\$31,095-\$39,527) \$33,956-\$43,164
	* Pro-rated for part-time employees.	
	Maximum rate for Level 2 is reached after six annual increases, for Level 5 after seven annual increases, and for Level 9 after eight annual increases.	
Shift Premium:	0-50¢-60¢ (0-45¢-55¢).	
Weekend Premium:	\$2.00 (\$1.25) per hour.	
Paid Maternity Leave (new):	2 weeks at 95% of weekly gross salary plus an additional 15 weeks at the difference between 95% of weekly gross salary and UIC benefit.	

Special Leave: Up to 2 paid days' paternity leave per occasion (new) is added to the provision for up to 5 paid days' special leave per year.

Health and Welfare: Long Term Disability - Effective July 1, 1986, benefit is 65% of salary to a maximum \$6,000 (\$1,170) per month.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 390 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/85</u>
	General Increase	4.5%
	Food Services Assistant	\$7.83 (\$7.49)
	Custodian I	\$9.62 (\$9.20)
	Electrician	\$12.76 (\$12.21)

Shift Premium: 0-34¢-34¢ (0-30¢-30¢).

Group Leader Premium: 67¢ (63¢) per hour.

Shift Engineer Premium: 50¢ (42¢) per hour.

Paid Vacation: 2 weeks plus 1 day after 1 year of service, plus 2 days after 2 years, plus 4 days after 3 years. 3 weeks after 4 years, plus 1 day after 6 years, plus 2 days after 7 years, plus 3 days after 8 years, plus 4 days after 9 years. 4 weeks after 10 years, plus 1 day after 11 years, plus 2 days after 13 years, plus 3 days after 14 years, plus 4 days after 17 years. 5 weeks after 18 years. (Previously, 2 weeks after 1 year, 3 weeks after 4 years, 4 weeks after 10 years and 5 weeks after 18 years.)

Bereavement Leave: 4 (3) consecutive days' paid leave if funeral is on fourth day after death of parent, step-parent (new), brother, sister, parent-in-law, or grandchild.

Leave of Absence: Leave of absence with pay for doctor or dentist appointments (new).

Acting Pay: An employee temporarily assigned to a higher classification for more than 3 (4) consecutive hours receives the higher rate of pay for all hours so worked.

Meal Allowance: \$6 (\$4).

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages: Effective Sept. 1/85

General Increase 5.75%

Annual Rates

File Clerk \$16,746
(Grade 2) (\$15,835)

Craftsman 2 \$25,695
 (\$24,298)

Media Maintenance/
Operator Technician 4 \$39,025
 (\$36,903)

Lump Sum \$50 per employee.
Settlement
Payment:

Paid Vacation: 1 additional week, once, prior to retirement, for employee aged 60 or more whose age plus years of service equals 80.

Health and Extended Health Care - Plan is extended to include private room
Welfare: coverage (new).

Dental Plan - Plan is extended to include caps, crowns and fixed
bridgework, with 50%-50% co-insurance, to a maximum of \$1,400 per
person per year (new).

Training Program Employer will make available to the union up to \$20,000 for
Fund: union developed programmes (new), in addition to a maximum of
\$20,000 allocated towards the Joint Training Program Committee
(unchanged).

AMUSEMENT AND RECREATIONAL SERVICES

Association of Canadian Movie Production Companies (ACMPC), Canadian Association of Motion Picture Producers (CAMPP), Canadian Film and Television Association (CFTA) and National Film Board of Canada (NFB), Canada-wide - Canadian TV and Radio Artists (ACTRA): Two 12-month renewal agreements effective from April 1, 1985 to March 31, 1986, covering 3,000 Ontario freelance writers and performers, settled at the bargaining stage. Duration of negotiations - 5 months.

Minimum Fees: Effective Apr. 1/85

General Increase 3.5%

Apr. 1/85

Writers Script Fee

Teleplay (60 minutes)	\$8,567.50 (\$8,278)
Screenplay contracted as a whole	\$22,770 (\$22,000)
Screenplay contracted by installments	\$28,462.50 (\$27,500)

Performers On-Camera

Daily Rates per Programme

Principal Actor	\$299 (\$289)
Actor	\$201.75 (\$195)
Extra	\$85 (\$82)

Minimum fees shown are selected from a wide range of fees varying on type of work, media used, length of programme and skills involved. Additional fees include production fees for writers which are a percentage of the producer's production costs and royalty payments, residual fees for performers when a programme is used beyond the basic use entitlement.

Clothing Allowance:	\$10.75 (10.50) per costume per production for performers required to supply special wardrobe.
Meal and Accommodation Allowance:	Breakfast \$7 (unchanged), lunch \$10 (\$9), dinner \$18 (\$17) and accommodation \$65 (\$62).
Mileage Allowance:	25¢ (20¢) per kilometre.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, CANDU Operations at Mississauga - Local 00358, Public Service Alliance (CLC) (drafting and illustration employees): A 24-month renewal agreement effective from August 1, 1985 to July 31, 1987, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
	General Increases	3%, rounded to the nearest \$10	3.5%, rounded to the nearest \$10

Aug. 1/85

Aug. 1/86

Annual Rates

PD-2 (includes Detailer 2)	\$15,680-\$22,930 (\$15,220-\$22,260)	\$16,230-\$23,730
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PD-7 (includes Design Technologist 7)	\$40,330-\$44,230 (\$39,160-\$42,940)	\$41,740-\$45,780
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Maximum rates are reached in accordance with the salary administration provision, which stipulates PD-2 receive annual service progression increases of a minimum \$600 and PD-7 receive annual increases of a minimum \$400 if merited.

Merit Pay and Performance Awards:	2% (2 1/2%) of payroll. Effective August 1, 1986, 1.5%. Performance awards are lump sum payments not incorporated into salaries.
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Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule, with 60%-40% (50%-50%) co-insurance. Effective August 1, 1986, the 1986 O.D.A. fee schedule.
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Layoff Payment:	<u>Supplemental Payment (new)</u> - 1/2 day's pay per month of service to a maximum 25 days' pay; plus 1 day's pay per month of service worked after attaining age 45, to a maximum 65 days' pay.
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Contracting Out Clause (new):	No contracting out of bargaining unit work while there are employees on a recall list capable of doing the work or if it would adversely affect members of the bargaining unit.
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FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.)
(research officers and research council officers): An 8-month renewal agreement effective from October 4, 1985* to June 15, 1986, with wages retroactive to June 17, 1985, covering 1,136 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired June 16, 1985.

Wages:	Effective	<u>June 17/85</u>
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General Increase	3.5%
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Annual Rates

Junior Research Officer/Research Council Officer 1	\$23,103-\$28,378 (\$22,322-\$27,418)
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Principal Research Officer/Research Council Officer 5	\$66,210-\$71,069 (\$63,971-\$68,666)
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Maximum rates are reached on merit.

Paid Maternity Leave (new): 2 weeks at 93% of regular salary plus an additional 15 weeks at the difference between 93% of regular salary and UIC benefit.

Treasury Board of Canada - Canadian Professional and Technical Employees (Ind.)
(Translation group): A 31-month renewal agreement effective from September 19, 1984 to April 18, 1987, covering 499 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 19/84	Oct. 19/85	Oct. 19/86
	General Increases*	3.25%	3.1%	1.5%
<u>Annual Rates</u>				
	TR-2	\$29,324-\$37,971 (\$28,401-\$36,776)	\$30,233-\$39,148	\$30,686-\$39,735
	TR-4	\$40,359-\$48,386 (\$39,089-\$46,863)	\$41,610-\$49,886	\$42,234-\$50,634

* Start Rate for TR-1 is frozen at the previous rate of \$15,700.

Holiday Pay (Part-time) (new): 4% of all straight time hours worked in lieu of holiday pay.

Acting Pay: Payable after 10 (15) consecutive working days for employees at levels TR-1, Tr-2 and TR-3.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Paid Maternity Leave: 2 weeks at 93% of regular salary plus an additional 15 weeks at the difference between 93% of regular salary and UIC benefit. (Previously, 2 weeks at the equivalent of the UIC benefit.)

Education Leave Allowance: At the discretion of the employer, an employee on education leave may receive an allowance in lieu of salary of up to 100% (50%) of annual salary.

Treasury Board of Canada - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CFL)
(electronics group): A 24 1/2 month renewal agreement effective from May 12, 1985 to May 31, 1987, covering 935 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 12/85	May 12/86
	General Increases	3%	3%
<u>Annual Rates</u>			
	EL-1	\$17,118-\$25,053 (\$16,619-\$24,323)	\$17,632-\$25,805

May 12/85

May 12/86

EL-9

\$44,648-\$53,509
(\$43,348-\$51,950)

\$45,987-\$55,114

The following changes are effective on August 20, 1985, unless otherwise stated.

Shift Premium: 0-\$4-\$4 (0-\$3.35-\$3.35) per shift.

Weekend Premium: 50¢ (45¢) per hour. Effective May 12, 1986, 55¢.

Standby Pay: \$7.50 (\$7) per shift. Effective May 12, 1986, \$8.

Paid Vacation: Effective September 1, 1985, 6 weeks after 30 years of service (new). 2 (3) weeks for employee with less than 1 year of service.

Paid Maternity Leave: 2 weeks at 93% of regular salary plus an additional 15 weeks at the difference between 93% of regular salary and UIC benefit. (Previously, 2 weeks at the equivalent of the UIC benefit.)

Leave for Family-Related Responsibilities: Common-law spouse and children of common-law spouse are added to the provision for up to 5 days' paid leave per year (new).

Flying Allowance: \$65 (\$60) per month for eligible employee required to perform duties with equipment while in flight. Effective May 12, 1986, \$70.

Meal Allowance: \$4.75 (\$4.50) after 3 hours of overtime, and \$4 (\$3.75) after an additional 4 hours. \$4 (\$3.75) when employee works for 3 hours immediately before the regular shift. Effective May 12, 1986, \$5, \$4.25 and \$4.25 respectively.

Sea Duty Allowance: \$4.75 (\$4.50) for each night at sea. Effective May 12, 1986, \$5.

Transfer Allowance (new): \$5 for each transfer to and/or from a Mobile Offshore Drilling Unit.

Penological Factor Allowance: Maximum \$1,250 (\$1,200) per year.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (administrative services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 5,812 employees, settled by arbitration. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/85

General Increase \$23.73
per week

Jan. 1/85

Weekly Rates
(36.25 hours per week)

Travel Counsellor 2	\$376.47-\$420.36 (\$352.74-\$396.63)
Technical Consultant 1	\$792.73-\$974.17 (\$769.00-\$950.44)

Maximum rates are reached on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(scientific and professional services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 4,267 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>
	Increase	4.25% except 9.3% for Nurses
	Additional Adjustment	*

Weekly Rates

Psychometrist 1 (3 year B.A.) (36 1/4 hours per week)	\$418.82-\$495.95 (\$401.75-\$475.73)
Nurse 2 (General) (40 hours per week)	\$523.85-\$598.34 (\$479.28-\$547.41)
Psychologist 3 (36 1/4 hours per week)	\$866.63-\$1,086.59 (\$831.30-\$1,042.29)

* Effective July 1985, an additional 3.25% for occupational therapists and an additional 4% for pharmacists. One arbitration award for lecturers, agricultural school, is still outstanding.

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind.)
(Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons): Three 12-month renewal agreements effective from January 1, 1985 to December 31, 1985, covering 1,548 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/85	Sept. 1/85
	General Increases	4%	0.75% non-compounded
<u>Annual Rates</u>			
<u>Unit A</u>			
	Class 4 (includes Clerk Typist)	\$18,471-\$21,924 (\$17,758-\$21,084)	\$18,599-\$22,028
	Class 6 (includes Senior Computer Operator)	\$22,600-\$25,450 (\$21,723-\$24,464)	\$22,746-\$25,633
<u>Unit B</u>			
	Labourer	\$23,887 (\$22,968)	\$24,054
	Motor Vehicle Mechanic	\$31,049 (\$29,858)	\$31,278
<u>Unit C</u>			
	Police Cadet	\$20,149-\$23,782 (\$19,377-\$22,864)	\$20,295-\$23,949
	Communications Operator	\$23,114-\$27,353 (\$22,216-\$26,309)	\$23,281-\$27,562
Previous rates reflect a 0.25% increase awarded by an arbitrator in October 1984.			
Shift Premium:	Effective January 1, 1986, 0-45¢-50¢ (0-40¢-45¢).		
Paid Vacation:	Effective in 1986, 6 weeks after 24 (25) years of service.		
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1985, maximum benefit is \$1,700 (\$1,500) per month. Effective July 1, 1986, \$2,000.		
	<u>Major Medical and Dental Plan</u> - Dependent over age 21 attending university or college full-time is included (new).		
	<u>Psychological Therapy</u> - Coverage is increased.		

Toronto City Corporation - Local 113, International Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 1,264 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86	Sept. 1/86
	General Increases	5.56%	3.73%	1.37%

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
<u>Annual Rates</u>			
Fire Fighters 4th Class (after 6 months)	\$26,860 (\$25,446)	\$27,863	\$28,245
Fire Fighters 1st Class	\$35,814 (\$33,928)	\$37,150	\$37,660
Fire Platoon Chief	\$55,512 (\$52,587)	\$57,583	\$58,373

Health and
Welfare:

Life Insurance and A. D. & D. - Effective October 1, 1985, benefit is \$60,000 (\$50,000). Effective January 1, 1986, \$70,000.

Long Term Disability - Effective January 1, 1986, maximum benefit is \$3,000 (\$2,000) per month.

Dental Plan - Effective October 1, 1985, maximum lifetime benefit for orthodontic services is \$2,000 (\$1,000).

ADDENDA

JUNE 1985 Settlements

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 350 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4%	1%
<u>Annual Rates</u>			
	Cadet 0-2 years	\$14,380-\$16,832 (\$13,827-\$16,185)	\$14,524-\$17,000
	Constable 1st Class	\$34,686 (\$33,352)	\$35,033
	Superintendent 0-3 years	\$48,527-\$52,628 (\$46,661-\$50,604)	\$49,012-\$53,154

Hours of Work: Effective October 27, 1985, a compressed work week is implemented and includes 8, 9 and 10 hour shifts (new).

Health and
Welfare: Dental Plan - Effective December 31, 1985, employer pays 75% (66 2/3%) of premium costs. Maximum lifetime orthodontic benefit is \$1,000 (\$750).

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A):

A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 346 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Sept. 1/85</u>
	Increases	4%-10%	2%
	<u>Annual Rates</u>		
	Police Constable 4th Class - Level II	\$24,191.32 (\$23,260.68)	\$24,675.15
	Police Constable 1st Class	\$34,341.72 (\$33,020.88)	\$35,028.55
	Staff Inspector	\$50,654.04 (\$47,504.19)	\$51,667.11
Special Pay Allowance:	\$1,225 (\$725) per year for eligible employees in the Special Investigation Branch and the Identification Branch.		
Health and Welfare:	<u>Life Insurance and A. D. & D. - Effective December 31, 1985, benefit is \$50,000 (\$30,000).</u>		
Educational Allowance:	For certificates in recognized programmes:		
	General Police Studies	\$200 (new)	
	Advanced Police Studies	\$200 (new)	
	Police Management Studies	\$200 (new)	
	The aggregate for all educational allowances shall not exceed \$600 (\$500).		
Off Duty Pay:	Off duty employment rates:		
		per hour	minimum
	Constable	\$17 (\$16)	\$51 (\$48)
	- Liquor	\$25.50 (\$24)	\$76.50 (\$72)
	Sergeants	\$19 (\$18)	\$57 (\$54)
	- Liquor	\$28.50 (\$27)	\$85.50 (\$81)

JULY 1985 Settlements

PRIMARY METAL

Burlington Die Castings Company Ltd., Burlington - Local 525, Auto Workers (CLC):

A 36-month renewal agreement effective from March 16, 1985 to March 16, 1988, covering 225 employees, settled during a work stoppage and ratified in July 1985. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 16/85</u>	<u>Mar. 16/86</u>
	General Increases	20¢	20¢
	COLA Fold-in	35¢	35¢
	Skilled Trades Adjustment	10¢	10¢
	Die Cleaner and Polisher	\$8.86 (\$8.31)	\$9.41
	Toolroom Machinist 1	\$11.68-\$12.16 (\$11.03-\$11.51)	\$12.33-\$12.81

Effective	<u>Mar. 16/87</u>
General Increase	20¢
COLA Fold-in	30¢
Skilled Trades Adjustment	10¢
Die Cleaner and Polisher	\$9.91
Toolroom Machinist 1	\$12.93-\$13.41

Maximum rates for Toolroom Machinist 1 are reached after 180 days worked.

Cost of Living Allowance: \$1.27 COLA was generated under previous agreements. 35¢ was folded in March 16, 1985, 35¢ was folded in March 16, 1986 and 30¢ on March 16, 1987 leaving 27¢ to float.

1¢ per full 0.4 point change in the Consumer Price Index - 1971=100, using the January 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$14,000). Effective March 16, 1986, \$16,000. Effective March 16, 1987, \$17,000.

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective March 16, 1986, the 1985 O.D.A. fee schedule. Effective March 16, 1987, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective March 16, 1986, \$11. Effective March 16, 1987, \$12.

TRANSPORTATION

Canadian Pacific Air Lines Limited, system-wide - Air Line Flight Attendants (CLC):
A 36-month renewal agreement effective from August 1, 1984 to July 31, 1987, covering 418 Ontario employees, settled during a work stoppage and ratified in July, 1985. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 8/85</u>	<u>Jan. 31/87</u>
	General Increase		4%
	Additional Adjustment	Wage grid for flight attendants revised*	
	Flight Attendant Jet Aircraft	\$17.00-\$32.05 (\$21.95-\$32.05)	\$17.68-\$33.33
	Passenger Service Director B-747	\$37.09-\$43.25 (\$37.09-\$43.25)	\$38.57-\$44.98
	* Employees hired on or before July 7, 1985 progress on the former grid.		
	Maximum rate for Flight Attendant is reached after 8 (7) years and for Passenger Service Director, after 7 years.		
Productivity Improvement Bonus (new):	Effective July 25, 1985, \$500 lump sum payment to permanent full-time employees. Effective August 1, 1986, \$250.		
North American Premium (new):	Effective August 1, 1985, 5% of Flight Attendant's hourly rate, for all flights operating in and departing from any point in North America to within 500 miles of the North American Continent's boundaries.		
Paid Vacation:	Effective May 1, 1986, 35 calendar days after 15 (20) years of service.		
Health and Welfare:	OHIP - Effective August 1, 1985, employee (employer) pays 100% of premium costs.		
	Major Medical - Effective August 1, 1985, employer pays 100% (50%) of premium costs. Plan is extended to include semi-private hospitalization to a maximum of \$10 per day, with an annual deductible of \$50 (new).		
	<u>Dental Plan</u> - Effective August 1, 1985, employer pays 100% (50%) of premium costs for basic coverage and 75% (50%) of premium costs for major restorative treatment, to a maximum claim of \$2,000 per year. Plan is extended to include orthodontic treatment with 50%-50% coinsurance and a maximum lifetime claim of \$1,250 (new). Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.		
Pension Plan:	<u>Employer Contribution</u> - 1.5% (0.5%) of earnings.		
Skills Upgrading Allowance (new):	\$75 per day for a maximum of 2 days per year.		
Footwear Allowance:	Effective August 5, 1985, \$5.25 (\$3.75) per pay period for permanent employee.		

Cleaning Allowance: Effective August 5, 1985, \$14.50 (\$12.25) per pay period.

Job Security (new): Permanent full-time employees actively employed on June 17, 1985, will not be laid off during the term of this agreement.

Canadian Pacific Air Lines Limited, system-wide - Lodge 764, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 28, 1984 to May 24, 1987, covering 440 Ontario employees, settled during a work stoppage and ratified in July, 1985. Duration of negotiations - 13 months.

Wages:	Effective	<u>May 28/84</u>	<u>May 27/85</u>
	General Increase		4%
	<u>Monthly Rates</u> (37 1/2 hours per week)		
	Maintenance Clerk 1	\$1,126.04-\$1,271.06 (\$1,126.04-\$1,271.06)	\$1,171.08-\$1,321.90
	Mechanic	\$2,304.97-\$2,665.18 (\$2,304.97-\$2,665.18)	\$2,397.17-\$2,771.79
	Non-Destructive Testing Technician Grade 4	\$3,210.60 (\$3,210.60)	\$3,339.02
	Effective	<u>Nov. 24/86</u>	
	General Increase	4%	
	Maintenance Clerk 1	\$1,217.92-\$1,347.78	
	Mechanic	\$2,493.06-\$2,882.66	
	Non-Destructive Testing Technician Grade 4	\$3,472.58	
	<u>Additional Adjustment</u> - Effective July 26, 1985, Lead Cleaners 1 and 2 classifications merged and Cleaners 1 and 2 classifications merged.		
	Maximum rate for Maintenance Clerk 1 is reached after 26 weeks worked and for Mechanic, after 52 weeks worked.		

Productivity Improvement Bonus (new): Effective July 26, 1985, \$500 lump sum payment to permanent full-time employees. Effective May 27, 1986, \$250. Effective August 19, 1985, 4% for Security Patrolmen in lieu of the bonus.

Trade Certificate Premium (new): Effective July 26, 1985, 10¢ per hour worked for Welder with certificate, 15¢ per hour worked for Avionics Mechanic with Autoland Certificate.

Sick Leave:	Full day's pay on the day of injury in the case of W.C.B. leave, not charged against sick leave credits (new).
Relocation Allowances (new):	Line Engineer, Air Engineer I and Mechanic required to transfer to retain employment receives the following: <u>Pay Entitlement</u> - Maximum 5 paid days to relocate. <u>Moving Expenses</u> - Reimbursement for cost of moving household effects and moving insurance, and for fees associated with terminating lease or mortgage and purchasing new home provided the employee was a homeowner at the former location. <u>Temporary Accommodation and Living Expenses</u> - Maximum 5 days reimbursement. <u>Mileage</u> - 15¢ per mile for the first 500 miles and 11¢ thereafter, for employee wishing to drive to new location using most direct route. <u>Incidental Expenses</u> - \$2,000 reimbursement.
Voluntary Separation Incentive Programme (new):	For permanent full-time employees actively employed on November 10, 1984 who elect to retire early or resign, 2 weeks' pay per year of service to a maximum of 52 weeks' pay.
Job Security (new):	Permanent full-time employees, actively employed on November 10, 1984, will not be laid off during the life of this agreement. Employees in certain classifications will not be laid off during this or subsequent agreements. Joint committee on work rules and tradesmen common tasks to be established (new).

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 240 employees, settled at the post conciliation bargaining stage and ratified in July 1985. Duration of negotiations - 15 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Oct. 1/84</u>
	General Increases	4.8%	4%, except 9.25% for Registered Technologists
	<u>Monthly Rates</u> (37 1/2 hours per week)		
	Assistant Electronic and Respiration Equipment Technician	\$1,651.00-\$1,839.50 (\$1,575.38-\$1,755.25)	\$1,717.63-\$1,912.63
	Radiology Equipment Specialist 4	\$3,087.50-\$3,376.75 (\$2,946.13-\$3,222.38)	\$3,373.50-\$3,688.75

Maximum rates are reached after four annual increases.

- Shift Premium: Effective August 22, 1985, 45¢ (35¢) when the majority of shift hours worked are between 3.30 p.m. and 9 a.m. excluding breaks.
- Standby Pay: Effective August 22, 1985, \$2 (\$1.75) per hour.
- Change of
Schedule Premium
(new): Time and one-half for all hours worked on the first shift of the new schedule, when less than 24 hours' notice is given.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
SEPTEMBER 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Restaurant: Swiss Chalet Employers' Association reached agreements with the Hotel Employees in June and the Food and Commercial Workers in September.

The settlement with the Hotel Employees is a renewal agreement covering 1,900 employees in 38 locations, which will run for 36 months to August 31, 1988. Wage rates were increased by 3 to 6.4 percent on September 1, 1985, and 5 percent and 4 percent on September 1, 1986 and 1987, respectively. Other changes included a 2-cent-an-hour increase in shift premium, to 14 cents; a fifth week of paid vacation after 25 years of service for full-time employees; and a third week of vacation for part-time employees after the equivalent of 5 years of service. Employer contribution to life insurance, major medical and dental plans, however, was reduced to 80 percent, from full payment.

The settlement with the Food and Commercial Workers is a first agreement covering 260 employees in 11 locations, which will run for 36 months ending December 31, 1988. Wage rates and benefit provisions are the same as those included in the agreement with the Hotel Employees.

Trucking: The Motor Transport Industrial Relations Bureau of Ontario and the Teamsters union reached a settlement for 3,200 employees covered by two agreements which will run for 3 years ending September 30, 1988. Pay rates for local drivers, freight handlers and maintenance employees were raised by 20 cents in the first year, 40 cents in the second year and 50 cents in the third year. Highway drivers received equivalent increases in mileage rates on the same dates. The cost-of-living provision was continued to provide monthly adjustments calculated at 10 cents an hour or 0.25 cents a mile for each percentage rise in the Consumer Price Index (1971=100) above 5 percent.

Benefit changes included a \$25-a-month increase in three steps to \$142 in employer contributions to the health and welfare fund; an increase in the monthly pension rate to \$30 for each year of service prior to 1982 and \$40 for each year of service after 1981, from \$20 and \$24, respectively; and a new provision for early retirement at age 60 with 30 years of service, without reduction in benefit.

Education: More than 11,650 school board, community college, Ryerson and university employees were covered by major settlements reached in September, that provided wage increases ranging from 2 to 9.97 percent a year and averaging 4.82 percent. About 2,220 of the employees may receive additional increases under cost-of-living provisions, calculated at 1 percent for each percentage rise in the Consumer Price Index above specified percentage corridors and subject to specified maximums.

Benefit terms included a fifth week of vacation in two agreements covering 5,910 employees; and improvements in dental, hearing, and vision care plans, employer contributions to OHIP, and maternity leave supplements to UIC payments under agreements covering 10,610 employees.

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FOOD AND BEVERAGE

Kellogg Salada Canada Inc. at London - Local 154, Grain Millers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1985 to April 16, 1988, covering 610 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 15/85</u>	<u>Apr. 15/86</u>	<u>Apr. 15/87</u>
General Increases		5%	4.5%	4.5%*
Helper		\$13.02 (\$12.40)	\$13.61	\$14.22
Trades A (includes Electrician)		\$15.54 (\$14.80)	\$16.24	\$16.97
Trades AA (includes Millwright)		\$15.90 (\$15.14)	\$16.62	\$17.37

* If the Consumer Price Index for January 1987 exceeds the scheduled 4.5% wage increase, the third year rates will be adjusted by 1% in excess of the January 1987 CPI rate.

Shift Premium: 0-30¢-45¢ (0-29¢-39¢). Effective April 15, 1987, 0-30¢-50¢.

Health and Welfare:	<u>Life Insurance</u>	<u>Apr. 15/85</u>	<u>Apr. 15/86</u>	<u>Apr. 15/87</u>
	From date of enrollment to end of the subsequent full calendar year	\$8,000 (\$7,000)	\$9,000	\$11,000
	During second full calendar year	\$9,000 (\$8,000)	\$10,000	\$12,000
	During third full calendar year	\$10,000 (\$9,000)	\$11,000	\$13,000
	Thereafter*	\$16,000-\$20,000 (\$15,000-\$19,000)	\$17,000-\$21,000	\$19,000-\$23,000

* Varies by job rate level.

A. D. & D. (new) - Benefit is 50% of Life Insurance benefit.

Life Insurance for Retirees - Benefit is \$2,500 (\$2,000).
Effective April 15, 1986, \$3,000.

Continuation of Benefits for Widows of Retirees - Benefits provided under the "Retirees Special Benefit and Major Medical Plan" continue for widows of retirees and of employees who die after reaching age 55 (unchanged) or after 20 years of service (new).

Dental Plan - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.

Pension Plan: Future Service Benefit (for all service on or after January 1, 1980): \$18 (\$17) per month per year of service for Groups 1, 2 and 3, \$20 (\$19) for Groups 4 and 5. Effective April 15, 1986, \$19 and \$21, respectively. Effective April 15, 1987, \$20 and \$22, respectively.

Bridging Benefit - \$9 (\$8) per month per year of service to a maximum of \$270 (\$240) per month. Effective April 15, 1986, \$10 per year to a maximum of \$300 per month.

Disability Benefit - Minimum \$12 (\$10) per month per year of service.

Prescription Safety Glasses (new): Maximum \$80.

Safety Shoe Allowance: \$35 (\$27), with an option to carry over to a maximum of \$70 (new).

LEATHER

A.R. Clarke and Company Limited at Toronto - Local 125L, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987, covering 235 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 1/85	Feb. 1/86
General Increases		37¢	37¢
General Light Labourer		\$9.30 (\$8.93)	\$9.67
Tradesmen - more than 1 license		\$11.46 (\$11.09)	\$11.83

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$10,000) and \$5,000 for spouse or nominee (new).

Weekly Indemnity - Benefit is \$276 (\$225) or UIC maximum, whichever is greater, payable for 92 (52) weeks.

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Maximum claim is \$1,500 (\$1,000).

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim for lenses and frames is \$60 every 24 months and \$200 for contact lenses, for eligible employees.

WOOD

Interforest Ltd. at Durham - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 12, 1985 to May 11, 1987, covering 300 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Nov. 12/85	June 12/86	Jan. 1/87
General Increases		25¢	25¢	20¢
General Helper		\$8.75 (\$8.50)	\$9.00	\$9.20
Maintenance Skilled		\$10.20 (\$9.95)	\$10.45	\$10.65

Shift Premium: Effective September 24, 1985, 0-30¢-35¢ (0-20¢-25¢).

Premium Pay: 10¢ per hour for employees on the #1 Slicer/Dryer Line (new).

Health and Welfare: Weekly Indemnity - Maximum benefit is \$276 (\$189) per week.

OHIP - Any premium increase during the term of this agreement will be paid by the employer. (Previously, employer paid 100% of the premium cost in effect May 11, 1983.)

PAPER AND ALLIED

CIP Inc., Container Division at Burlington, London, Markham and Rexdale, Ontario and Pointe-Aux-Trembles and Vaudreuil, Quebec and Single Service Division at Markham - various locals, Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office employees): Three 36-month renewal agreements effective from June 1, 1985 to May 31, 1988, covering 400 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	June 1/85	June 1/86	June 1/87
General Increases		2.5%	4%	5%
Grade 1 (includes General Help)		\$12.08 (\$11.79)	\$12.56	\$13.19
Grade 10 (includes Electrician "A")		\$15.04 (\$14.67)	\$15.64	\$16.42

Shift Premium: Effective September 8, 1985, 0-35¢-50¢ (0-30¢-40¢).

Bereavement Leave: One day's paid leave to attend the funeral or memorial service of a brother-in-law or sister-in-law (new).

Health and Welfare: A. D. & D. - Effective October 1, 1985, benefit is \$12,500 (\$10,000). Effective June 1, 1986, \$15,000. Effective June 1, 1987, \$20,000.

Weekly Indemnity - Payable on a 1-1-4-52 (1-4-52) basis.

Long Term Disability - Effective October 1, 1985, maximum benefit is \$1,200 (\$1,000) per month. Effective June 1, 1986, \$1,300.

Dental Plan - Effective October 1, 1985, employer contributes up to \$8 (\$5.99) per month for single coverage and \$20.55 (\$17.74) per month for family coverage. Effective January 1, 1986,

coverage is based on the 1985 (1980) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan:

Benefit Formula - For employee retiring after June 1, 1985 and before June 2, 1987, a pension equal to the greater of

- a) 66 2/5% of contributions made by employee prior to January 1, 1980, plus 50% of contributions made by employee after December 31, 1979.

or

- b) a final average earnings formula based on 1.65% of employee's average annual earnings during five years prior to June 1, 1987 times years of creditable service prior to retirement, less 1/35 of CPP benefits in effect in the calendar year of retirement times years of creditable service between January 1, 1986 and date of retirement.

Effective June 2, 1987, pension benefits calculation formulae will be similar to those negotiated to the plan between the Canadian Paperworkers Union and CIP's primary mills, which takes effect on May 2, 1987.

Early Retirement - Effective June 2, 1985, employee electing to retire at age 61 (62) with at least 20 years of service receives unreduced benefits.

Employees retiring at ages 55-60 (55-61) with at least 20 years of service receive a percentage of their full normal retirement benefits as follows:

Actuarial Equivalents

Age

60	92% (84%)
59	84% (76%)
58	76% (68%)
57	68% (60%)
56	60% (55%)
55	55% (50%)

Early Retirement Bridging Supplement - Effective June 2, 1985, \$18 (\$16) per month per year of credited service to a maximum of 30 years for employees aged 61 (62) or over with 20 or more years of service.

Meal Allowance:

Effective September 8, 1985, \$4 (\$3.75). Effective June 1, 1986, \$4.25. Effective June 1, 1987, \$4.50.

Safety Shoe Allowance:

Effective January 1, 1986, \$35 (\$20) per year. Effective January 1, 1987, \$38.50.

METAL FABRICATING

Babcock & Wilcox Industries Ltd., Babcock & Wilcox Canada Division at Cambridge - Local 2859, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 510 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
General Increases		40¢	25¢
Job Class Increment		23¢ (22¢)	25¢
Job Class 2 (includes Labourer-Shop-General)		\$9.38 (\$8.97)	\$9.65
Job Class 18 (includes Machinist-Tool Room)		\$13.06 (\$12.49)	\$13.65
Lump Sum Settlement Payment:	\$208 per employee.		
Paid Vacation:	5 weeks at 10% after 20 years of service and 6 weeks at 12% after 30 years are eliminated.		
Health and Welfare:	Dental Plan - Effective September 1, 1986, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.		
Pension Plan:	Basic Benefit - \$13.50, \$14.50 and \$15.50 per month per year of service for employees with less than 20, 20 to 30, and more than 30 years of service respectively. (Previously, \$13 per month per year for all employees.) Effective September 1, 1985, \$14, \$15 and \$16 respectively.		

MACHINERY

Massey-Ferguson Industries Ltd. at Toronto and Brantford - Locals 439 and 458, Auto Workers (CLC) (production employees): A 35-month renewal agreement effective from September 23, 1985* to September 1, 1988, covering 4,000 employees**, settled during a work stoppage. Duration of negotiations - 3 1/2 months.

* Previous agreement expired September 1, 1985.

** Includes 2,800 employees currently on lay-off status.

Wages:	Effective	Oct. 7/85	Sept. 1/86
COLA Fold-in		\$1.14	\$1.14
General Labour		\$11.41 (\$10.27)	\$12.55
Die Sinker		\$13.74 (\$12.60)	\$14.88

	Effective	<u>Mar. 1/87</u>	<u>Sept. 7/87</u>
	COLA Fold-in		\$1.14
	General Increase	25¢	
	General Labour	\$12.80	\$13.94
	Die Sinker	\$15.13	\$16.27
Cost of Living Allowance:	\$3.46 COLA was generated under previous agreements. \$1.14 is folded into wages on October 7, 1985, September 1, 1986, and September 7, 1987, leaving 4¢ to float.		
	1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the average index for February, March and April 1985 as the base. Adjusted quarterly. (Basic formula is unchanged.)		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective September 1, 1986, benefit is \$300 (\$290) per week, including U.I.C./C.P.P. payments. Effective September 1, 1987, \$310.		
Pension Plan:	Pension plan reopener effective May 1988.		
Supplemental Unemployment Benefit Plan:	Suspended for the term of this agreement.		
<u>Champion Road Machinery Ltd. and Gearco Ltd. at Goderich - Lodge 1863, Machinists (AFL-CIO/CLC) (production and office employees):</u> Two 24-month renewal agreements effective from August 1, 1985 to July 31, 1987, covering 477 employees, settled at the bargaining stage. Duration of negotiations - 2 months.			
Wages:	No increase in rates that were in effect at the expiry of the previous agreement.		
		<u>Aug. 1/85</u>	
	Utility	\$12.69	
	Electronic Technician	\$15.12	
	Rates reflect a total of 43¢ COLA folded into wages during the previous agreement.		
Cost of Living Allowance:	1¢ per 0.1 point increase in the Consumer Price Index - 1981=100, using the July 1985 index as the base. Adjusted and folded into wages monthly. (Previously, 1¢ per 0.27 point increase in the CPI - 1971=100.)		
Bereavement Leave:	4 (3) paid days in the event of death of parent, step-parent, parent-in-law, spouse, child, brother and sister. 2 (3) paid days in the event of death of sister-in-law, brother-in-law, grandparent and grandchild. 2 paid days in the event of death of son-in-law and daughter-in-law (new).		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective October 1, 1985, benefit is \$25,000 (\$22,000).		

Continuation of Benefits - Employer continues to pay OHIP and major medical premiums to age 65 for employee with 35 years of service who retires early at age 60 (new).

Pension Plan: Basic Benefit - \$12 (\$11.75) per month per year of service prior to 1979, \$13.50 (unchanged) for service from 1979 to 1981, \$15 (unchanged) for service from 1981 to 1986, and \$20 for service after 1986. The above benefit schedule will remain in effect until at least July 1, 1989.

KeepRite Inc. at Brantford - KeepRite Workers' Independent Union (Ind.): A 36-month renewal agreement effective from October 1, 1985 to September 30, 1988, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	<u>Effective</u>	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
General Increases		50¢	55¢	59¢
<u>Basic Hourly Rates*</u>				
Group 9 (includes General Labour)	\$9.75-\$10.33 (\$9.25-\$9.83)	\$10.30-\$10.88	\$10.89-\$11.47	
Group 1 (Millwright- Maintenance)	\$10.01-\$10.88 (\$9.51-\$10.38)	\$10.56-\$11.43	\$11.15-\$12.02	

Maximum rates are reached on merit.

* Employee may receive incentive earnings in addition to the basic hourly rates.

Cost of Living Provision: Suspended, as previously. \$1.12 COLA generated under previous agreements continues to float.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$20,000).

Dental Plan - Coverage continues to be based on the previous years' Ontario Dental Association fee schedule.

Surviving Spouse Benefits (new) - Employer pays the premium costs for OHIP, semi-private hospital care, prescription drugs and dental care for a period of time equal to the employee's length of service at time of death, for eligible surviving spouse.

Pension Plan: Basic Benefit - \$18 (\$16.50) per month per year of service.

Early Retirement - Bridging benefits extended to employees aged 58 (60) with 30 years of service.

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto and Shirleys Bay - Employees' Association (Ind.):
Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 242 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	1.54%	1.71%
	Jr. Engineering Assistant	\$18,874-\$25,536 (\$18,588-\$25,149)	\$19,198-\$25,974
	Senior Staff Engineer/M.T.S.	\$48,914-\$66,159 (\$48,172-\$65,156)	\$49,752-\$67,293

Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
General Increases	*	**

* Salaries to be adjusted by calculating the weighted average percentage change for engineers 1 through 6, using the Pay Research Bureau Autocods, Reports on Salaries dated March 1, 1985 and August 15, 1985, Basic Sample, Table 1, Rate Measures and Comparisons - Canada, weighted by the August 15, 1985 number of employees reported in Autocods, rounded to the nearest .01%.

** Salaries to be adjusted using the Autocods Reports on Salaries dated August 15, 1985 and March 1, 1986 and the March 1, 1986 number of employees.

Health and Welfare: Dental Plan - Effective September 30, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1985 O.D.A. fee schedule.

Paid Vacation: 4 weeks after 10 (11) years of service.

Gabriel of Canada Limited at Toronto and Mississauga - Local 1295, Machinists (AFL-CIO/CLC) (plant employees): A 36-month renewal agreement effective from September 13, 1985* to September 15, 1988, with wages retroactive to August 1, 1985, covering 404 employees, settled during a work stoppage. Duration of negotiations - 2 months.

* Previous agreement expired July 31, 1985.

Wages:	Effective	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>	<u>Aug. 1/87</u>
	General Increases	54¢	50¢	55¢
	Production Helper	\$8.36-\$8.52 (\$7.82-\$7.98)	\$8.86-\$9.02	\$9.41-\$9.57
	Toolmaker	\$12.01-\$12.49 (\$11.47-\$11.95)	\$12.51-\$12.99	\$13.06-\$13.54

Maximum rate for Production Helper is reached after 90 days worked and for Toolmaker after 120 days worked.

Other Adjustments: Certain classifications are consolidated and new classification rates implemented.

Paid Vacation: 5 weeks after 23 (25) years of service and 6 weeks after 30 years (new).

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1-1-7-26 (1-1-8-26) basis.

Dental Plan - Coverage continues to be updated on August 1 each year to the current year's Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - \$1.30 (\$1.20) per day to a maximum \$6.50 (\$6) per week to I.A.M. Labour Management Pension Fund.

Safety Prescription Glasses (new): Effective August 1, 1985, employer pays 75% of cost to a maximum \$30 for straight lenses and \$50 for bifocals, every 24 months.

Paid Union Leave (new): Effective for the term of this agreement:

1. 1 day's paid leave for Union Executive member to attend the funeral of a plant employee.
2. Chief Steward is allowed time off once per week to visit Thermal Road plant.
3. Chief Steward or designate allowed 1 hour per month to meet with all stewards. President and Financial Secretary allowed 1 hour per month for banking arrangements.
4. President and Recording Secretary are allowed 1/2 hour per month to prepare for membership meeting.
5. Plant Committee allowed 1/2 hour prior to monthly meeting and time off the week before to prepare agenda.

ACF Grew Inc. at Penetanguishene - Local 1411, Auto Workers (CLC)*: A 24-month renewal agreement effective from June 11, 1985 to June 10, 1987, covering 226 employees, settled during a work stoppage. Duration of negotiations - 3 months.

* Previously, Local 2679, Carpenters (AFL-CIO).

Wages:	Effective	<u>June 11/85</u>	<u>June 11/86</u>
	General Increases	50¢	50¢
	General Worker	\$8.13 (\$7.63)	\$8.63
	Master Woodworker	\$9.13 (\$8.63)	\$9.63

Paid Holidays: Effective June 11, 1986, 1 floating day is added for a total of 12 (11) days.

Health and Welfare: Life Insurance and A. D. & D. - Effective June 11, 1986, benefit is \$15,000 (\$5,000).

Weekly Indemnity - Effective June 11, 1986, benefit is 66 2/3% of regular wages to the UIC maximum. (Previously, 60% of regular wages to a maximum of \$210 per week.)

Drug Plan - \$1 deductible per prescription. (Previously, no deductible.)

Dental Plan - Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule. Effective in 1987, the 1986 O.D.A. fee schedule.

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials/Gypsum Products at Caledonia - Local 14994, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1985 to March 31, 1988, covering 298 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 24/85</u>	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	50¢	55¢	55¢
	Job Class 2 (includes Yard Labourer)	\$11.24 (\$10.74)	\$11.79	\$12.34
	Job Class 18 (15) (includes General Repair Mechanic)	\$13.31 (\$12.81)	\$13.86	\$14.41

Lump Sum Settlement Payment: \$200 per employee.

Shift Premium: 0-35¢-45¢ (0-32¢-42¢). Effective April 1, 1986, 0-35¢-48¢. Effective April 1, 1987, 0-35¢-50¢.

Paid Holidays: December 24 is added for a total of 12 (11) days.

Paid Vacation: Effective April 1, 1986, 5 weeks after 18 (19) years of service.

Health and Welfare: Note: Effective April 1, 1986, employer pays 100% (95%) of benefit premium costs except for dental plan.

Life Insurance - Benefit is \$18,000 (\$17,000). Effective April 1, 1986, \$19,000. Effective April 1, 1987, \$20,000.

A. D. & D. - Benefit is \$9,000 (\$8,500). Effective April 1, 1986, \$9,500. Effective April 1, 1987, \$10,000.

Long Term Disability - Maximum benefit is \$750 per month (\$650 for a maximum of 5 years.) Effective April 1, 1986, \$800. Effective April 1, 1987, \$850.

Drug Plan - 85%-15% (80%-20%) co-insurance. Effective April 1, 1986, 90%-10%. Effective April 1, 1987, no co-insurance.

Dental Plan - Employer pays 95% (90%) of premium costs.
Effective April 1, 1986, 100%. Plan is extended to include major restorative services, 50% employer paid (new).

Contracting Out Clause (new): No contracting out to non-union labour.

MINES

Mattabi Mines Limited at Ignace - Local 7879, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 17, 1985 to May 16, 1987, covering 325 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages: No increase in rates that were in effect at the expiry of the previous agreement.

Effective	<u>May 17/85</u>
Labourer	\$11.69
Tradesman 1	\$14.09

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100 from March 1984 to March 1985, triggered at 8%. Formula did not trigger.)

Health and Welfare: Life Insurance and A. D. & D. - Effective October 1, 1985, benefit is \$20,000 (\$15,000). Effective May 17, 1986, \$22,000.

Weekly Indemnity - Effective May 17, 1986, benefit is \$260 (\$235) per week.

Extended Weekly Indemnity Benefit - Effective May 17, 1986, \$170 (\$145) per week.

Pension Plan: Basic Benefit - Effective May 17, 1986, \$14 (\$7) per month per year of future service and \$10 (\$7) per month per year of past service.

Dofasco Inc., Adams Mine at Kirkland Lake and Sherman Mine at Temagami, Cliffs of Canada Limited, Manager - Locals 6409 and 6896, United Steelworkers (AFL-CIO/CLC) (production and maintenance employees at both mines and office, clerical and technical employees at Adams Mine): Three 29-month renewal agreements effective from September 20, 1985* to March 1, 1988, covering 719 employees, settled with mediation assistance. Duration of negotiations - 6 months.

* Previous agreement expired March 1, 1985.

Wages: Effective Feb. 1/88
General Increase 20¢

Feb. 1/88

Job Class 2	\$13.26
(includes	(\$13.06)
Labourer)	

Job Class 18	\$16.22
(includes	(\$16.02)
Industrial	
Electrician)	

Office Employees
Weekly Rates

Job Class 2	\$547.96
(includes Clerk	(\$539.96)
Typist)	

Job Class 11	\$688.36
(includes Mining	(\$680.36)
Engineer)	

Previous rates include 16¢ COLA folded into wages during the term of previous agreement.

Cost of Living Allowance: 11¢ COLA generated under the previous agreement continues to float.

Effective May 1, 1985, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using 311.6 as the base index. Effective May 1, 1986, base is 330.3. Effective May 1, 1987, base is 350.1. Calculated quarterly from May 1, 1985 to February 1, 1988. (Basic formula is unchanged. Previous formula included annual fold-ins and COLA Advances.)

Production Level Guarantee (new): Mines will function for not less than a period or periods aggregating to nine months during each contract year at given levels set by customers of steel production.

Service and Skill Bonus Plan: Deleted at the end of 1985. (Previously, funded at the rate of 20¢ per hour worked).

Paid Holidays: Effective September 15, 1985, Remembrance Day is deleted, reducing the total to 10 days.

Vacation Bonus: Effective January 1, 1986, vacation bonus is eliminated. (Previously, \$15 for each week of vacation plus an additional \$15 for each week of vacation taken at a time other than prime time to a maximum of \$30.)

Protected Employees' Earnings Program (new): Eligible employee who, due to technological change, is reassigned to a lower classification receives an earnings supplement equal to the wage differential for up to 60 calendar days of the reassignment.

Health and Welfare: Dental Plan - Effective January 1, 1986, payments are based on the 1985 (current year's) Ontario Dental Association fee schedule.

Voluntary
Workforce
Reduction
Program (new):

Early Retirement Window - Effective June 10, 1985 to August 1, 1985 for employee aged 59 or older with 10 years of service, \$17 per month per year of service plus a bridge benefit of \$435 per month payable until age 65 plus an additional supplemental bridge benefit of \$235 per month payable for 24 months of retirement or to age 65, whichever comes first.

Employer continues payment of OHIP premiums until employee reaches age 65.

Voluntary Termination Allowance - Effective June 28, 1985 to October 1, 1985:

- (a) 2 weeks' pay for each year of continuous service up to a maximum of 10 years
- (b) \$2,500 lump sum relocation allowance provided employee moves primary household beyond a radius of 50 miles from current address
- (c) Cash out of all accrued Cliffs pension benefits at a 6.5% present value rate.

Severance Pay:

1 week's pay for each year of service to a maximum of 26 weeks. (Previously, 4 to 10 weeks' pay for 4 to 10 or more years of service.)

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division at Goderich - Local 16, Energy and Chemical Workers (CLC): A 36-month renewal agreement effective from April 1, 1985 to March 31, 1988, covering 315 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
General Increases		4%	4%	4%
Labour		\$13.40 (\$12.88)	\$13.94	\$14.50
Maintenance Group 1		\$15.50 (\$14.90)	\$16.12	\$16.76

Shift Premium: Effective April 1, 1987, 0-35¢-52¢ (0-32¢-49¢).

Saturday Premium: \$1.25 (\$1) per hour. Effective April 1, 1986, \$1.75. Effective April 1, 1987, \$2.

Shaft Premium: 30¢ (25¢) per hour.

Underground Premium: 30¢ (25¢) per hour. Effective April 1, 1986, 35¢. Effective April 1, 1987, 40¢.

Paid Vacation: 2 weeks after 1 (2) year of service. Effective April 1, 1986, 6 weeks after 25 (26) years.

Bereavement Leave: Maximum 3 days' paid leave upon death of stepchild and step-parent (new).

Health and
Welfare:

Life Insurance - Benefit is \$20,500 (\$16,500). Effective April 1, 1986, \$24,500. Effective April 1, 1987, \$29,000.

A. D. & D. - Benefit is \$9,000 (\$6,000). Effective April 1, 1986, \$13,000. Effective April 1, 1987, \$16,000.

Major Medical - Employer pays 75% (60%) of premium costs. Effective April 1, 1986, 100%.

Long Term Disability Plan - Employer pays 75% (100%) of premium costs. Maximum monthly benefit is \$1,400 (\$1,300), payable for up to 5 (2) years. Effective April 1, 1986, \$1,500 for up to 10 years. Effective April 1, 1987, benefit is payable to the lesser of age 65 or for a period equivalent to the employee's length of service.

TRANSPORTATION

Canadian Pacific Express and Transport Limited, Canpar Division, system-wide - Railway Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1984 to October 31, 1986, covering 675 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	Nov. 1/84	Nov. 1/85
General Increases		5%	4%
Additional Adjustment		25¢ for Tractor Trailer Linehaul Representative	
Casual Employee		\$5.67-\$6.51 (\$5.40-\$6.20)	\$5.90-\$6.77
Driver Representative		\$9.79-\$11.03 (\$9.323-\$10.503)	\$10.18-\$11.47

Maximum rates are reached after 12 months.

Shift Premium: Effective October 1, 1985, 0-30¢-30¢ (0-20¢-20¢).

Health and
Welfare:

Life Insurance - Effective August 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

Weekly Indemnity - Effective August 1, 1985, benefit is 66 2/3% of regular earnings to a maximum of \$345 (\$300) per week. Effective January 1, 1986, 70% of regular earnings to a maximum of \$370 per week.

Extended Health Care - Effective August 1, 1985, plan is extended to include nursing home coverage for eligible employee for rehabilitation, with a maximum benefit of \$20 per day payable for a maximum of 120 days (new).

Vision Care (new) - Effective January 1, 1986, maximum claim is \$100 every 12 months for dependents aged 18 and under, and every 24 months for employee and dependents over 18.

Dental Plan - Effective August 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1986 O.D.A. fee schedule.

Continuation of Benefits - Employer pays benefit premium costs to the end of the month of lay-off (new).

Motor Transport Industrial Relations Bureau of Ontario (Inc.), General Freight and General Maintenance Divisions, system-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.) (drivers, dock, garage and maintenance employees): Two 36-month renewal agreements effective from October 1, 1985 to September 30, 1988, covering 3,200 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	Oct. 1/85	Oct. 1/86	Oct. 1/87
General Increases		20¢	40¢	50¢
<u>Maintenance Agreement</u>				
Unskilled Classification	\$13.46-\$13.49 (\$13.26-\$13.29)	\$13.86-\$13.89	\$14.36-\$14.39	
Skilled Classification #1	\$14.66-\$14.76 (\$14.46-\$14.56)	\$15.06-\$15.16	\$15.56-\$15.66	
<u>Freight Agreement</u>				
Dockman	\$13.19-\$13.24 (\$12.99-\$13.04)	\$13.59-\$13.64	\$14.09-\$14.14	
Checker	\$13.28-\$13.33 (\$13.08-\$13.13)	\$13.68-\$13.73	\$14.18-\$14.23	
Driver	\$13.29-\$13.34 (\$13.09-\$13.14)	\$13.69-\$13.74	\$14.19-\$14.24	

Maximum rates are reached after 60 days of employment.

Mileage Rates - Drivers on highway operations: 29.94¢-30.34¢ (29.54¢-29.94¢) per mile depending on number of axles. Effective October 1, 1986, 30.74¢-31.14¢. Effective October 1, 1987, 31.74¢-32.14¢. Additional premium for double and triple hook-ups apply.

Cost of Living Allowance: 10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rates October 1, 1986 and October 1, 1987. (Basic formula is unchanged. Formula did not trigger.)

Drivers Overtime Premium: For drivers on combination of mileage and hourly rates: \$7.16 (\$7.06) per hour. Effective October 1, 1986, \$7.36. Effective October 1, 1987, \$7.61.

Health and Welfare Fund: Employer Contribution - \$132 (\$117) per month per employee. Effective October 1, 1986, \$137. Effective October 1, 1987, \$142.

Pension Plan: Basic Benefit - \$30 (\$20) per month per year of service prior to 1982 and \$40 (\$24) per month per year of service after 1981.

Current Retirees - Benefits increased by 5% for employees who retired prior to 1982 and by 3% for all other retirees.

Early Retirement (new) - Employee with 30 years of service may retire at age 60 with unreduced pension. The early retirement age reduces by 1 year annually to age 55 by October 1990.

Toronto Transit Commission and Gray Coach Lines at Toronto - Local 113, Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance employees): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 7,500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	July 1/85	Jan. 1/86	July 1/86
General Increases*		4.5%	1.25%	4.25%
Wage Group 2 (includes Surface Labourer)		\$11.53-\$12.12 (\$11.03-\$11.60)	\$11.67-\$12.27	\$12.17-\$12.79
Wage Group 6 (includes Operator and Driver)		\$12.75-\$13.88 (\$12.20-\$13.28)	\$12.91-\$14.05	\$13.46-\$14.65
Wage Group 10 (includes Master Plumber)		\$15.38-\$16.20 (\$14.72-\$15.50)	\$15.57-\$16.40	\$16.23-\$17.10

* New employees are hired at rates in effect on July 1, 1984. Increases in 1985 and 1986 apply to employees hired before September 1985 and to the top rate only in each classification for employees hired after September 1985. Maximum rates are reached after 1 year.

Shift Premium: 33¢ (32¢). Effective July 1, 1986, 35¢.

Responsibility Allowance: 32¢ per hour for a clerk substituting for a supervisor for more than one (two) 8-hour shift.

Shortage Allowance: Increased by 5% at the end of each year.

Paid Vacations: 4 weeks after 9 (10) years of service.

Health and Welfare: Long Term Disability Plan (new) - Agreement to implement has been reached. (No details are available.)

Dental Plan - Maximum orthodontic benefit is \$2,000 (\$1,000) per child.

Pension Plan: Bridging Supplement (new) - Plan to be introduced as soon as final details are established.

Safety Shoe Allowance: Increased by 4.5%. Eligibility for various allowances depends on work group, length of service and type of shoes or boots required.

RETAIL TRADE

Zehrmart Limited, Gordons Markets Division in southwestern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store employees): A 24-month renewal agreement effective from July 10, 1985 to July 9, 1987, covering 800 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	July 10/85	July 9/86	Jan. 1/87
	Increases:			
	Full-time	50¢	25¢	25¢
	Part-time	35¢	15¢	20¢

Full-time Employees

Clerk A	\$7.73-\$12.92 (\$7.23-\$12.42)	\$7.98-\$13.17	\$8.23-\$13.42
Meat Cutter	\$8.52-\$14.51 (\$8.02-\$14.01)	\$8.77-\$14.76	\$9.02-\$15.01

Start Rate for New Hires - \$4 (\$5.15) for part-time employees, to a top rate of \$9.30 (unchanged). Maximum rate for new part-time employees is reached after 48 (36) months.

Maximum rate for Clerk A is reached after eight 3-month increases and for Meat Cutter after ten 3-month increases.

Acting Pay:	50¢ (25¢) per hour for employee relieving in the store office.
Paid Vacation (full-time):	3 weeks after 4 (5) years of service.
Vacation Pay (part-time):	8% after 9 years of service (unchanged) and 9% after 15 years (new).

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time office and clerical employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 214 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/85</u>	<u>Jan. 1/86</u>
	General Increases	35¢	22¢
	Group 2 (includes Clerk-Typist)	\$7.50-\$9.38 (\$7.15-\$9.03)	\$7.72-\$9.60
	Intermediate Programmer/ Analyst	\$12.81-\$15.93 (\$12.46-\$15.58)	\$13.03-\$16.15

Maximum rates are reached after 3 annual increases.

Paid Vacation: 5 weeks after 19 (20) years of service.

Health and Welfare: OHIP - Effective October 1, 1985, employer pays 90% (85%) of premium costs.

Note: Effective July 1, 1986, employer pays 85% (80%) of premium costs for major medical, vision care and dental plan.

Vision Care (new) - Effective July 1, 1986, maximum claim is \$100 every 24 months.

Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1985 O.D.A. fee schedule.

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.25%
	Additional Adjustment	Restructuring of wage schedule for Vice-Principal and Principal
	Teacher-Category D 0-6 years	\$15,210-\$22,853 (\$14,590-\$21,921)
	Teacher-Category A1 0-11 years	\$21,717-\$36,327 (\$20,832-\$34,846)
	Teacher-Category A4 0-11 years	\$26,061-\$46,399 (\$24,999-\$44,507)
	Vice-Principal 0-2 years	\$46,910-\$48,103 (\$44,338-\$45,662)

Sept. 1/85

Principal

Category A	\$49,603-\$53,482
0-5 years	(\$46,654-\$50,822)
Category B	\$53,743-\$55,207
0-2 years	(\$50,822-\$52,477)
Supervisor	\$53,753-\$57,685
0-2 years	(\$51,463-\$55,227)

Responsibility Allowances: Increased by approximately 4.25%.

Health and Welfare: Dental Plan (new) - Effective December 1, 1985, employer pays \$4.16 for single coverage and \$12.56 for family coverage for plan equivalent to Blue Cross Plan No. 9.

Continuation of Benefits (new) - Employer continues to pay the premium costs for OHIP, semi-private, extended health care, life insurance and dental plan for a maximum of 17 weeks for employee on maternity leave.

Kent County Board of Education of Chatham - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sept. 1/85</u>
	Increase	3.8%-4.1%
	Teacher-Category 1	\$16,590-\$23,115
	0-5 years	(\$15,950-\$22,200)
	Teacher-Category 4	\$21,550-\$36,600
	0-10 years	(\$20,750-\$35,150)
	Teacher-Category 7	\$25,630-\$46,035
	0-11 years	(\$24,685-\$44,210)
	Principal	\$49,800-\$55,500
	0-3 years	(\$47,825-\$53,300)
Responsibility Allowances:	Vice-Principal and Supervisor	\$3,400 (\$3,250)
	Co-ordinator	\$5,100 (\$4,875)

Per Diem Allowance Occasional Teacher): \$86 (78) and \$66 (\$61) respectively for teacher with and without a recognized university degree, teaching less than 20 consecutive days.

Health and Welfare: Dental Plan - Effective October 1, 1985, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Employer pays monthly premiums for full-time employees to a maximum of \$21 (\$18.75) for family coverage and \$8.75 (\$7.67) for single coverage.

Educational Improvement Leave Fund: Employer contributes a maximum of \$140 (\$130) per teacher.

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 430 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	General Increases	3.75%	0.5% non-compounded
	Teacher-Category 1 0-11 years	\$20,217-\$34,556 (\$19,486-\$33,307)	\$20,314-\$34,723
	Teacher-Category 4 0-12 years	\$24,544-\$44,011 (\$23,657-\$42,420)	\$24,662-\$44,223
	Vice-Principal 0-2 years	\$48,152-\$51,856 (\$46,412-\$49,982)	\$48,384-\$52,106
	Principal except East Lambton S.S. 0-2 years	\$55,032-\$59,001 (\$53,043-\$56,868)	\$55,297-\$59,285
	Effective	<u>Sept. 1/85</u>	
	General Increase	4.4%	
	Teacher-Category 1	\$21,208-\$36,251	
	Teacher-Category 4	\$25,747-\$46,169	
	Vice-Principal	\$50,513-\$54,399	
	Principal except East Lambton S.S.	\$57,730-\$61,894	

Health and Welfare: Dental Plan - Effective September 1, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Middlesex County Board of Education at Hyde Park - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	\$300 plus 3.25%
	Teacher-Category 1 0-10 years	\$21,020-\$36,340 (\$20,058-\$34,893)
	Teacher-Category 4 0-12 years	\$25,130-\$45,980 (\$24,041-\$44,209)
	Vice-Principal	\$51,955-\$54,248 (\$50,020-\$52,240)
	Principal	\$57,541-\$61,707 (\$55,430-\$59,465)
Responsibility Allowances:	Director of Department	\$3,260 (\$3,150)
	Major Head	\$2,930 (\$2,835)
	Minor Head	\$2,010 (\$1,943)
	Assistant Head	\$1,580 (\$1,523)
	Resources Teacher/ Curriculum Assistant 0-1 year	\$2,819-\$3,252 (\$2,730-\$3,150)
	Consultant 0-2 years	\$4,450-\$5,530 (\$4,305-\$5,355)
Ph.D. Degree Allowance (new):	\$800.	

Ottawa Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 286 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4%
	Teacher-Level 1 0-6 years	\$16,584-\$22,720 (\$15,946-\$21,846)
	Teacher-Level 4 0-11 years	\$21,634-\$37,304 (\$20,802-\$35,869)
	Teacher-Level 7 0-11 years	\$26,235-\$46,409 (\$25,226-\$44,624)
Responsibility Allowances:	Increased by 4%.	

Waterloo County Board of Education at Kitchener - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,116 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
General Increases		3% for Teachers and Principals, and 3.5% to 6% for Vice-Principals and Co-ordinators	1.95% non-compounded
Teacher-Category 1 0-10 years		\$21,519-\$36,694 (\$20,892-\$35,625)	\$21,926-\$37,388
Teacher-Category 4 0-10 years		\$26,363-\$46,235 (\$25,595-\$44,888)	\$26,862-\$47,110
Vice-Principal and Co-ordinator 0-4 years		\$51,809-\$55,517 (\$48,841-\$53,619)	\$52,790-\$56,568
Principal 0-4 years		\$57,437-\$62,265 (\$55,764-\$60,451)	\$58,524-\$63,443

Effective	Sept. 1/86
General Increase	2%
Teacher-Category 1	\$22,374-\$38,152
Teacher-Category 4	\$27,411-\$48,072
Vice-Principal and Co-ordinator	\$53,868-\$57,724
Principal	\$59,720-\$64,740

Responsibility Allowances: Increased by 3%. Effective February 1, 1986, increased by 1.95% non-compounded. Effective September 1, 1986, increased by 2%.

Cost of Living Allowance: 1% per 1% change in the Consumer Price Index from August 1986 to August 1987, triggered at 3% and capped at 6%. Payable as a lump sum in October 1987 and folded into 1986-87 salaries. (Previously, COLA clause was inoperative.)

Health and Welfare: Dental Plan - Effective January 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.

Welland County Roman Catholic Separate School Board at Welland - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.6%
	Teacher-Level 1 0-6 years	\$15,784-\$22,389 (\$15,090-\$21,404)
	Teacher-Level 4 0-12 years	\$20,873-\$36,518 (\$19,955-\$34,912)
	Teacher-Level 7 0-13 years	\$25,535-\$45,180 (\$24,412-\$43,193)

Responsibility Allowances: Increased by 4.6%

Health and Welfare: Vision Care - Maximum claim is \$100 every 12 months for dependents aged 18 and under, and every 24 months for employee and dependents over 18. (Previously, \$70 every 24 months per family member.)

York Region Board of Education at Aurora - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4%	3.5%
	Teacher-Category 1 0-11 years*	\$22,358-\$37,829 (\$21,305-\$36,374)	\$23,141-\$39,153
	Teacher-Category 4 0-11 years*	\$26,109-\$47,001 (\$25,105-\$45,193)	\$27,023-\$48,646
	Vice-Principal 0-4 (0-5) years	\$51,656-\$55,183 (\$48,821-\$53,061)	\$53,464-\$57,114
	Principal 0-4 (0-5) years	\$58,177-\$62,899 (\$54,802-\$60,480)	\$60,213-\$65,100

* Effective September 1, 1986, 0-10 years.

Cost of Living Allowance (new): % per % increase in the Consumer Price Index from April 1986 to April 1987, triggered at 3.5% and capped at 5%. Payable as a lump sum in June 1987 and folded into 1986-87 salaries.

Responsibility Allowances: Effective September 1, 1986, increased by 3.5%.

Health and Welfare: OHIP - Effective September 1, 1986, employer pays 75% (50%) of premium costs.

Vision Care - Maximum claim per employee and dependents is \$100 (\$80) every 24 months.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1986 O.D.A. fee schedule.

Continuation of Benefits (new) - Employer pays its share of benefit premium costs for 17 weeks for employee on maternity/adoption leave.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide
- Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (support staff employees): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 4,700 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/85	June 1/86	Sept. 1/86
General		50¢		4% plus 10¢
Increases				
Additional Adjustment			New Wage Classification system*	
Clerk 1		\$8.25-\$8.77	\$8.54-\$9.27	\$8.98-\$9.74
General - Payband 1		(\$7.75-\$8.27)		
Technical Support Specialist - Payband 14		\$20.13-\$22.31 (\$19.63-\$21.81)	\$19.75-\$21.44	\$20.64-\$22.40

* Incumbents receiving higher rates are red-circled.

Maximum rates are reached after 3 (2.5) years.

Note: The following changes are effective October 1, 1985, unless stated otherwise.

Shift Premium: 0-35¢-50¢ (0-30¢-45¢).

Lead Hand Premium: Effective September 1, 1986, 75¢ (68¢).

Paid Vacation: Effective September 1, 1986, 5 weeks after 16 (21) years of service.

Paid Maternity Leave (new): 2 weeks at 93% of regular salary plus an additional 15 weeks at the difference between 93% of regular salary and UIC benefit.

Health and Welfare: Vision Care and Hearing Aids (new) - Effective September 1, 1986, employer pays 50% of premium costs. Maximum claim for eyeglasses is \$100 every 2 years and for hearing aids is \$300 every 5 years.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule, and is updated on January 1 in each contract year. Effective September 1, 1986, Blue Cross Rider #2 added (new).

Safety Prescription Glasses:	\$15 (\$12) per year.
Safety Shoe Allowance:	\$55 (\$35) per year.
Job Retraining (new):	Eligible employee facing lay-off or a reduction in pay due to either contracting out or the introduction of new technology will be retrained.
Severance Pay:	1 week's pay per year of service to a maximum 18 (12) weeks' pay.

Yerson Polytechnical Institute Board of Governors at Toronto - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 583 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/85</u>
	General Increase	4%
	Teacher-3 Year Degree 0-14 years	\$25,541.84-\$47,160.91 (\$24,559.46-\$45,347.03)
	Teacher-4 Year Degree 0-14 years	\$26,852.31-\$49,122.27 (\$25,819.53-\$47,232.95)
	Teacher-Master's Degree 0-14 years	\$29,473.34-\$53,053.80 (\$28,339.75-\$51,013.27)
	Teacher-Ph.D./M.Phil. 0-11 years	\$33,730.31-\$53,053.80 (\$32,432.99-\$51,013.27)
	Librarian 0-9 years	\$25,020.32-\$38,074.40 (\$24,058.00-\$36,610.00)
	Counsellor 0-11 years	\$29,371.68-\$47,756.18 (\$28,242.00-\$45,919.40)

Paid Maternity Leave (new): 2 weeks at 93% of salary plus a further 15 weeks at the difference between 93% of salary and UIC benefit.

Health and Welfare: Hearing Aid (new) - Employer pays 100% of premium costs. Maximum claim is \$300 every 5 years.

Vision Care - Maximum claim is \$120 (\$60) per year.

Laurentian University Board of Governors at Sudbury - Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 251 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/85</u>	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	4%	1%	*

	<u>July 1/85</u>	<u>Jan. 1/86</u>	<u>July 1/86</u>
Instructor 0-10 years	\$18,284-\$25,674 (\$17,581-\$24,691)	\$18,467-\$25,927	
Lecturer 0-10 years	\$22,912-\$31,962 (\$22,031-\$30,691)	\$23,141-\$32,281	
Assistant Professor 0-12 years	\$28,610-\$41,462 (\$27,510-\$39,870)	\$28,896-\$41,880	
Associate Professor 0-15 years	\$35,721-\$55,431 (\$34,347-\$53,292)	\$36,078-\$55,983	
Full Professor/ Librarian 0-16 years (0-15 years)	\$45,150-\$69,470 (\$43,413-\$65,343)	\$45,602-\$70,162	

* Increase to equal the percentage increase in the Consumer Price Index between May 1985 and May 1986.

Maximum rates are reached on merit.

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/85</u>
	General Increase	6.19%
	Caretaking Attendant	\$8.28 (\$7.80)
	Tradesman	\$13.83 (\$13.02)
Union Leave:	1 paid day each for five bargaining committee members to prepare bargaining proposals (new).	
Safety Shoe Allowance:	\$65 (\$60) for one pair per year and \$25 (unchanged) for a second pair during the year.	

University of Toronto Governing Council, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (full-time permanent non-professional employees): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 2-year agreement terminating on June 30, 1986, covering 317 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages	Effective	July 1/85
	General Increase	5%
	Library Technician III	\$16,899.00-\$18,466.00 (\$16,094.05-\$17,586.31)
	Rare Book Binder	\$31,036.00-\$34,134.00 (\$29,557.83-\$32,507.86)

Maximum rates are reached after 2 years.

University of Toronto Governing Council, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (part-time non-professional and sessional/temporary employees): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 2-year agreement terminating on August 31, 1986, covering 276 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/85
	Increases	
	Sessional/Temporary Employees	6%
	Regular part-time Employees	5%
	Library Technician III	\$16,899-\$18,466 (\$16,094-\$17,586)
	Library Technician V	\$20,597-\$22,565 (\$19,616-\$21,490)

Maximum rates are reached after 2 years.

HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC) (part-time service and maintenance employees and students): A 24-month first agreement effective from September 29, 1984 to September 28, 1986, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 29/84
	General Increase*	5%
	Aide	\$9.182-\$9.308 (\$8.745-\$8.865)
	R.N.A.	\$10.259-\$10.431 (\$9.770-\$9.934)

* Revisions to any monetary items negotiated between the Hospital and Local 1487, CUPE, full-time employees, will be applied to this agreement on the same effective dates.

Maximum rates are reached after 1,725 hours worked.

Student Rate - Effective April 1, 1985, \$5.20.

Note: Rates exclude 12% payment in lieu of fringe benefits.
Provision does not apply to students.

Hours of Work:	7 1/2 hours per day, not normally to exceed 48 hours in a 2-week period.
Overtime Pay:	Time and one-half for all hours worked beyond regular shift, and double-time for overtime hours worked on paid holidays.
Reporting Pay:	Minimum 4 hours' straight time pay when insufficient notice of shift change is given.
Shift Premium:	\$2.10 per evening or night shift for employee required to rotate shifts at least once in a six-month period.
Responsibility Pay:	When assigned responsibilities of a higher classification for one-half shift or more, employee is paid at one step above his current level on the higher grid.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day for a total of 7 days.
Pay for Work on Paid Holidays:	Time and one-half for regular hours worked.
Vacation Pay:	Effective September 16, 1985, 6% after 5,175 hours worked, 8% after 20,700 hours worked and 10% after 34,500 hours worked.
Bereavement Leave:	Maximum 3 scheduled days' paid leave in the event of the death of a spouse, child, sister, brother, parent, parent-in-law, grandparent, sister-in-law, brother-in-law, legal guardian and grandchild.
Jury Duty, Crown Witness and Court Attendance Pay:	Employee receives the difference between regular daily wages and payment received.
Educational Leave:	Paid leave granted for the upgrading of employment qualifications. Employer to pay full costs of required job-related courses.
Meal Allowance:	\$2.75 after 3 hours of overtime.

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 15-month renewal agreement effective from January 1, 1985 to March 31, 1986, covering 420 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increase	5%	

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
Additional Adjustments		10¢ for Levels 1 to 3, 15¢ for Levels 3 1/2 to 5, and 20¢ for Levels 5 1/2 to 7
Level 1 (includes File Clerk)	\$7.667-\$8.237 (\$7.302-\$7.845)	\$7.767-\$8.337
Level 7 (includes Equipment Control Officer)	\$9.856-\$11.585 (\$9.387-\$11.033)	\$10.056-\$11.785

Paid Vacation: Effective April 1, 1986, 3 (2) weeks after 1 year of service.

Metropolitan Toronto Association for the Mentally Retarded at Toronto - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 12-month renewal agreements effective from July 1, 1985 to June 30, 1986, covering 455 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages: Effective July 1/85

General Increase 3%

Annual Rates

Residential Services
(Full-time)

Residential Counsellor 1-A \$12,848-\$14,657
(\$12,474-\$14,230)

Residential Counsellor III \$19,169-\$22,045
(\$18,611-\$21,403)

Vocational and Industrial Services
(Full-time)

Instructor II \$17,840-\$20,517
(\$17,320-\$19,919)

Vocational Counsellor III \$25,270-\$29,061
(\$24,534-\$28,215)

Maximum rates are reached on merit.

Paid Paternity Leave (full-time) (new): Effective September 26, 1985, 1 day per year.

Health and Welfare (full-time): Dental Plan - Effective September 26, 1985, coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.

Education Allowance (full-time): Effective September 26, 1985, \$200 (\$150) maximum reimbursement on successful completion of a course approved by the Executive Director.

Meal Allowance: Maximum \$6 (\$5).

Mileage Allowance: Effective October 1, 1985, 22¢ (20¢) per kilometre.

PERSONAL SERVICES

Swiss Chalet Employers' Association, province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time employees): A 36-month first agreement effective from September 16, 1985 to September 15, 1988, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 16/85</u>	<u>Sept. 16/86</u>
	Increases	Restructuring of wage grids, 3% on top rates except 6.4% on waitress top rate	5%
	Waitress	\$3.70-\$4.00	\$3.89-\$4.20
	Cook	\$6.65-\$8.08	\$6.98-\$8.48
	Effective	<u>Sept. 16/87</u>	
	General Increase	4%	
	Waitress	\$4.05-\$4.37	
	Cook	\$7.26-\$8.82	
	Maximum rates are reached on merit.		

Lump Sum Settlement Payment: \$175 for full-time seniority employees, \$100 for part-time seniority employees.

Hours of Work: 8 hours per day, 40 hours per week.

Overtime Pay: Time and one-half for all hours worked beyond 9 hours per day, 40 hours per week, or 6 consecutive days per week.

Temporary Assignment Pay: Employee temporarily transferred for 3 or more hours receives 30¢ in addition to regular rate or the start rate of the temporary classification, whichever is greater.

Shift Premium: 14¢ per hour when 5 or more hours are worked between 5 p.m. and 8 a.m.

Reporting Pay: Minimum 4 hours' straight time pay when insufficient notice is given.

Paid Holidays: Christmas Day, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Civic Holiday and one floating holiday for a total of 10 days.

Pay for Work on Paid Holidays (full-time):	Time and one-half the regular rate of pay for all hours worked.
Paid Vacation:	3 weeks after 5 years of service for all employees. 4 weeks after 12 years and 5 weeks after 25 years for full-time employees only.
Bereavement Leave:	Maximum 3 days' paid leave in the event of the death of a spouse, common-law spouse, child, parent, brother, sister, parent-in-law, grandparent, brother-in-law and sister-in-law.
Jury and Witness Duty:	Employee receives the difference between regular daily wages and payment received.
Health and Welfare:	OHIP - Employer pays 50% of the 1985 premium costs for single and family coverage for eligible full-time employees. Note: Employer pays 80% of the 1985 premium costs for the following benefits: <u>Life Insurance and A. D. & D.</u> - Benefit is \$10,000. <u>Extended Health Care Plan</u> - Annual deductibles of \$10 for single coverage and \$20 for family coverage. <u>Dental Plan</u> - Annual deductibles of \$25 for single coverage and \$50 for family coverage, with 80%-20% co-insurance for preventative, restorative and endodontic treatment. Coverage is based on the 1983 Ontario Dental Association fee schedule.
Meal Allowance:	60% off 1/4 chicken dinner and 40% off all other menu items.
Uniform Cleaning and Shoe Allowance:	Employer contributes 3¢ per hour worked for kitchen staff towards the purchase of shoes, and towards the cleaning of uniforms for cashiers and bartenders. 7¢ per hour worked for waiter/waitress towards the purchase of shoes and cleaning of uniforms.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Foreign Service Officers (Ind.) A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 574 Ontario employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	3.75%	3.75%
	<u>Annual Rates</u>		
	FS-1	\$27,276-\$37,614 (\$26,290-\$36,254)	\$28,299-\$39,025
	FS-2	\$36,829-\$53,245 (\$35,498-\$51,320)	\$38,210-\$55,242

Acting Pay (new):	Effective December 1, 1985, employee temporarily assigned to perform the duties of a higher classification for at least 30 working days receives the higher rate.
Educational Leave Allowance:	Up to 100% of basic salary, reduced by the amount of any grant, bursary or scholarship. (Previously, not less than 50% of basic salary, reduced by the amount of any grant, bursary or scholarship amounting to more than 50% of basic salary.)
Bereavement Leave (new):	4 days' paid leave, plus 3 additional days of special paid leave for travel, upon death of parent, step-parent or foster parent, brother, sister, spouse or common-law spouse, child, including child of common-law spouse, stepchild or ward of the employee, parent-in-law and relative permanently residing in the employee's household or with whom the employee permanently resides.
Jury Duty and Witness Leave (new):	Paid leave when employee is required to be available for jury duty or when subpoenaed as a court witness or summoned as a witness before the Senate, House of Commons of Canada, legislative council, legislative assembly, etc.
Personnel Selection Leave (new):	Paid leave for the period during which the employee's presence is required for the purposes of the selection process for a position in the public service.
Injury on Duty Leave (new):	Paid leave for certified absence from work because of personal injury received in the performance of duties, an industrial illness or a disease arising out of and in the course of employment.
Paid Maternity Leave:	2 weeks at 93% of regular salary, and an additional 15 weeks at the difference between 93% of regular salary and UIC benefit. (Previously, 2 weeks at the equivalent of the UIC benefit.)
Paid Leave for Family Related Responsibilities (new):	Up to 1/2 day to take dependent family member for medical or dental appointments or for appointments with school authorities or adoption agencies; up to 2 consecutive days for the temporary care of a sick family member; up to 1 day for needs directly related to the birth or adoption of a child and up to 2 days to get married, to a maximum 5 days per year.
Severance Pay:	On resignation, 1/2 week's pay for each complete year of continuous employment to a maximum of 13 weeks' pay (unchanged), for employee with 15 (10) years of continuous service.

Treasury Board of Canada - Professional Institute (Ind.) (engineering and land survey group) (full-time and part-time employees): A 10-month renewal agreement effective from September 5, 1985* to July 14, 1986 with wages retroactive to March 15, 1985, covering 1,401 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

* Previous agreement expired March 14, 1985.

Wages:	Effective	<u>Mar. 15/85</u>
	General Increase	3%

Mar. 15/85

Additional
Adjustment

One step added
to top of grid
for EN-ENG-3 to
EN-ENG-6 and EN-
SUR-2 to EN-SUR-6

Annual Rates

EN-ENG-1	\$24,005-\$28,797 (\$23,306-\$27,958)
EN-ENG-6	\$54,516-\$65,035 (\$52,928-\$61,098)

Maximum rates are reached on merit.

Paid Maternity Leave (full-time):	2 weeks at 93% of regular salary and an additional 15 weeks at the difference between 93% of regular salary and UIC benefit. (Previously, 2 weeks at the equivalent of UIC benefit.)
Holiday Pay (part-time):	4% of all straight time hours worked. (Previously, regular daily rate if holiday fell on regularly scheduled workday.)
Bereavement Leave:	Maximum 4 days' paid leave upon death of foster parent and stepchild (new).
Paid Vacation (part-time):	Formula to pro-rate vacation entitlement for part-time employees is based on the full-time vacation schedule (new).
Sick Leave (part-time) (new):	Credit of 1/4 of employee's regular weekly hours for each month in which employee has been paid a minimum of 2 times his regular weekly hours.
Severance Pay (part-time) (new):	Formula to pro-rate severance pay entitlement for part-time employees is based on the full-time entitlement.
Meal Allowance:	\$4.75 (\$4) after 3 hours of overtime and \$3.75 (\$3) after 7 additional hours of overtime, except where free meals are provided.

Treasury Board of Canada - Professional Institute (Ind.) (meteorology group)
(full-time and part-time employees): A 10-month renewal agreement effective from September 6, 1985* to June 30, 1986, with wages retroactive to June 23, 1985, covering 224 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired June 22, 1985.

Wages:	Effective	<u>June 23/85</u>
	General Increase	3.5%

Annual Rates

MT-2	\$26,694-\$36,593 (\$25,791-\$35,356)
------	--

June 23/85

MT-8 \$53,422-\$59,960
 (\$51,615-\$57,932)

Maximum rates are reached on merit.

Shift Premium: 50¢ (45¢) per hour, when the majority of the shift hours are between 1600 and 0800.

Meal Allowance: \$4.75 (\$4.50) after 3 hours of overtime and \$3.75 (\$3.50) after subsequent 7 hours worked, except where free meals are provided.

Treasury Board of Canada - Professional Institute (Ind.) (physical sciences group)
(full-time and part-time employees): A 12 1/2-month renewal agreement effective from April 29, 1985 to May 15, 1986, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Apr. 29/85

General Increase 3.5%

Annual Rates

PC-1	\$15,840-\$36,234 (\$15,304-\$35,009)
------	--

PC-5	\$55,903-\$63,872
	(\$54,013-\$61,712)

Holiday Pay (Part-time): 4% of all straight time hours worked. (Previously, regular daily rate if holiday fell on regularly scheduled workday.)

Standby Pay: \$8 (\$5) for each 8-hour period on standby duty or \$16 (\$10) for standby on a holiday or day off.

Paid Maternity Leave:	2 weeks at 93% of regular salary and an additional 15 weeks at the difference between 93% of regular salary and UIC benefit. (Previously, 2 weeks at the equivalent of the UIC benefit.)
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Meal Allowance: \$4.75 (\$4) after 3 hours of overtime and \$3.75 (\$3) after an additional 4 hours, except where free meals are provided.

PROVINCIAL ADMINISTRATION

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 470 employees, settled at the bargaining stage. Duration of negotiation - 9 months.

Wages: Effective Sept. 1/85

General Increase	3.6%
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Sept. 1/85

Teacher-Category E1 0-5 years	\$16,148-\$22,397 (\$15,587-\$21,619)
Teacher-Category E4 0-9 years	\$21,423-\$36,031 (\$20,679-\$34,779)
Teacher-Category E7 0-10 years	\$26,733-\$44,990 (\$25,804-\$43,427)

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule, with 70%-30% (65%-35%) co-insurance.

Vision Care and Hearing Aids (new) - Employer pays 50% of premium costs. Maximum claim for vision care is \$80 per person every 24 months. Maximum lifetime claim for hearing aids is \$200 per person.

Mileage Allowances: Southern Ontario - 0-4,000 km., 27.5¢ (25¢) per kilometre;
4,001-10,700, 22¢ (20.5¢) per kilometre.

Northern Ontario - 0-4,000 km, 28¢ (25.5¢); 4,001-10,700 km., 22.5¢ (21¢) per kilometre. No change in other mileage rates.

LOCAL ADMINISTRATION

Sault Ste. Marie City Corporation, Works Dept. - Local 3, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from February 1, 1985 to January 31, 1987, covering 225 employees*, settled at the post mediation bargaining stage. Duration of negotiations - 8 months.

* Includes 78 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 1/85</u>	<u>Aug. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	3.5%	1%	4%
	Job Class 2 (includes Labourer)	\$10.41 (\$10.06)	\$10.51	\$10.93
	Job Class 11 (includes Electrician)	\$13.51 (\$13.05)	\$13.65	\$14.20

Shift Premium: 0-25¢-35¢ (0-20¢-30¢).

Sunday Premium: 50¢ (40¢) per hour.

Health and Welfare: Dental Plan - Effective February 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Pension Plan: OMERS Type 1 (Basic).

Meal Allowance: \$5.50 (\$5).

Shoe Allowance: \$55 (\$50) per pair annually.

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC):
A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4.512%	2.143%
	<u>Annual Rates</u>		
	4th Class Fire Fighter	\$26,239.05 (\$25,106.26)	\$26,801.54
	1st Class Fire Fighter	\$34,985.49 (\$33,475.18)	\$35,735.30
	Assistant Deputy Chief	\$54,577.25 (\$52,221.39)	\$55,747.09
	Effective	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
	General Increases	3.916%	1.373%
	<u>Annual Rates</u>		
	4th Class Fire Fighter	\$27,851.11	\$28,233.32
	1st Class Fire Fighter	\$37,134.73	\$37,644.51
	Assistant Deputy Chief	\$57,930.25	\$58,725.45

Health and Welfare: Life Insurance for Retirees (new) - Effective January 1, 1986,
benefit is \$1,000.

OHIP and Extended Health Care - Effective January 1, 1986,
employer pays 50% of the premium cost to age 65 for employees
retiring on pension (new).

Long Term Disability - Effective September 15, 1985, maximum
benefit is \$2,750 (\$2,500) per month. Effective January 1, 1986,
\$3,000.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 24-month renewal
agreement effective from January 1, 1985 to December 31, 1986,
covering 325 employees, settled at the bargaining stage.
Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Jan. 1/85

Jan. 1/86

Annual Rates

Salary Group 2 (includes Clerk Typist II)	\$14,999.88-\$18,517.89 (\$14,422.96-\$17,805.66)*	\$15,599.88-\$19,258.61
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Salary Group 11 (includes Planner III)	\$26,962.81-\$33,286.41 (\$25,925.78-\$32,006.16)*	\$28,041.32-\$34,617.87
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* Previous rates reflect the restoration in 1984 of the original 1982-84 salary grid reported on page 365 of the June 1982 report.

Maximum rates are reached after 2 annual increases.

Cost of Living Provision:	Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100, using the December 1983 index as the base. Triggered at 8%. Formula did not trigger.)
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Acting Pay:	55¢ (50¢) per hour for eligible employee assigned duties in a higher classification. Effective January 1, 1986, 60¢.
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Sick Leave:	Effective January 1, 1986, 2 non-cumulative days every 4 months for regular employees. (Previously, for full-time employees without sick leave credits.)
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Health and Welfare:	<u>Long Term Disability</u> - Effective January 1, 1986, benefit is 75% (65%) of regular wages.
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Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan:	<u>Early Retirement</u> - Effective January 1, 1986, employee aged 60 may use sick leave credits accumulated prior to December 31, 1984, together with vacation and statutory credits, for time off work prior to commencing retirement under the 90 factor. (Previously, for time off prior to normal retirement at age 65.)
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Safety Shoe Allowance (new):	Maximum \$50 per pair for eligible employee, shoes to be replaced as required.
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ADDENDA

April 1985 Settlement

MISCELLANEOUS SERVICES

Chas. Abel Photo Service Limited at Toronto - Local 2820, United Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from April 15, 1985 to April 14, 1987, covering 235 employees, settled with mediation assistance and ratified in April 1985. Duration of negotiations - 7 months.

Wages:	Effective	Apr. 15/85	Apr. 15/86
General Increases		30¢	30¢
Dryer & Mounter		\$5.10 (\$4.80)	\$5.40
Equipment Repairer I		\$11.97 (\$11.67)	\$12.27

Start Rate - 50¢ per hour less than job rate during a 75-day probationary period, 40¢ less after completion of the probationary period, 20¢ less after 6 months and progressing to job rate after 9 months.

Student Rate - \$1 less than job rate.

Hours of Work: 5 days at 8 hours per day shift or 4 days at 10 hours per night shift.

Overtime Pay: Time and one-half for all hours worked in excess of 8 hours per day shift, 10 hours per night shift, or 40 hours per week. Double time for work on Sunday.

Call-Back Pay: Minimum 3 hours' pay at the appropriate rate when called back after leaving the premises following regular shift.

Reporting Pay: Minimum 4 hours' pay at regular straight time hourly rate when not notified not to report for work.

Shift Premium: 0-5%-10%.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days. Effective in 1986, 1 floating day is added for a total of 10 days.

Pay for Work on Paid Holidays: Time and one-half for all hours worked.

Paid Vacation: 3 weeks at 6% after 10 years of service.

Bereavement Leave: Up to 3 days' paid leave for the purpose of making funeral arrangements and attending funeral in the event of the death of a child, spouse, father, mother, sister, brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparent and grandchild.

1 days' paid leave for employee unable to attend funeral.

Jury Duty and Crown Witness Pay: Employee receives the difference between regular wages and fees received for up to 10 days per year.

Health and Welfare: OHIP - Employer pays 10% of premium costs for employees with more than 2 years of service. Effective May 1, 1986, employer pays 25% of premium costs.

Weekly Indemnity - Effective June 1, 1986, employer pays 100% of premium costs for eligible employees. Benefit is 66 2/3% of weekly wages, payable for a maximum of 13 weeks.

May 1985 Settlement

LOCAL ADMINISTRATION

Ottawa City Corporation and Ottawa-Carleton Regional Municipality - Civic Institute of Professional Personnel (Ind.): Two 36-month renewal agreements effective from January 1, 1984 to December 31, 1986, covering 370 employees, settled at the bargaining stage and ratified in May 1985. Duration of negotiations - 15 months.

ages:	Effective	Jan. 1/84	Jan. 1/85
	General Increases	5%	4.2%
	<u>Annual Rates</u> <u>Ottawa-Carleton</u>		
	Dietician (Homes for the Aged)	\$22,953.84-\$28,605.20 (\$21,860.80-\$27,243.06)	\$23,917.92-\$29,806.66
	Solicitor III	\$45,485.96-\$49,850.58 (\$43,319.90-\$47,476.78)	\$47,396.44-\$51,944.36

Effective Jan. 1/86

General Increase 4.2%

Dietician (Homes for the Aged) \$24,922.56-\$31,058.56

Solicitor III \$49,387.00-\$54,126.02

Maximum rates are reached on merit.

responsibility \$4.80 per shift for Registered Nurse replacing Nursing Supervisor
allowance (new): in Homes for the Aged.

shift Premium: \$2.20 (\$1.75) per shift for nurses in Homes for the Aged.
Effective Septembver 1, 1985, \$2.30. Effective September 1, 1986, \$2.40.

health and Dental Plan - Effective July 1, 1985, coverage is based on the
elfare: 1984 (1982) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule. Prosthodontic services are added with 80%-20% co-insurance and \$1,000 annual maximum, and orthodontic services with 50%-50% co-insurance, \$1,000 annual maximum and \$3,000 lifetime maximum (new).

mileage 22¢ (19¢) per kilometre.
allowance:

June 1985 Settlements

METAL FABRICATING

Supreme Industries Inc., previously Supreme Aluminum Industries Limited at Pickering and Scarborough - Employees' Association (Ind.): A 12-month extension agreement effective from April 1, 1985 to March 31, 1986, covering 225 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/85</u>
	General Increase	4%
	<u>Weekly Rates</u>	
	(36 hours per week)	
	Grade 12 (includes Jr. Clerk)	\$236.86-\$263.17 (\$227.75-\$253.05)
	Grade 6 (includes Tool & Die Maker)	\$412.78-\$458.64 (\$396.90-\$441.00)

Maximum rates are reached on merit.

EDUCATION AND RELATED SERVICES

Simcoe County Roman Catholic Separate School Board at Barrie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 367 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>May 1/85</u>
	General Increases	2%	2.94%
	Teacher-Category D 0-6 years	\$15,774-\$21,017 (\$15,465-\$20,605)	\$16,238-\$21,635
	Teacher-Category A1 0-10 years	\$20,349-\$33,415 (\$19,950-\$32,760)	\$20,948-\$34,398
	Teacher-Category A4 0-12 years	\$24,816-\$42,171 (\$24,329-\$41,344)	\$25,545-\$43,411

Responsibility Allowances: Increased by 2%. Effective May 1, 1985, increased by 2.94%.

August 1985 Settlements

HEALTH AND WELFARE SERVICES

F. J. Davey Home at Sault Ste. Marie and Algoma Manor at Thessalon - Locals 268 and 2446, Canadian Union of Public Employees (full-time and part-time service and clerical employees): Three 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 266 employees, settled by arbitration in August 1985. Duration of negotiations - 23 months.

ages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>Oct. 1/85</u>
	General Increases	5%	60¢	75¢
	Additional Adjustment			40¢ to R.N.A.
	<u>F. J. Davey Home</u>			
	Housekeeping Aide	\$7.39-\$7.71 (\$7.04-\$7.34)	\$7.99-\$8.31	\$8.74-\$9.06
	R.N.A.	\$7.67-\$8.15 (\$7.30-\$7.76)	\$8.27-\$8.75	\$9.42-\$9.90
	Maintenance Man	\$9.45-\$9.66 (\$9.00-\$9.20)	\$10.05-\$10.26	\$10.80-\$11.01
	Maximum rates are reached after 2 years.			
aid Vacation:	3 weeks after 3 (5) years of service.			
ereavement leave:	1 day's paid leave upon death of sister-in-law and brother-in-law (new).			
Health and elfare:	<u>Life Insurance</u> - Benefit is \$15,000 (\$3,000).			

PERSONAL SERVICES

Miss Chalet Employers' Association, province-wide - Hotel Employees* (AFL-CIO/CLC)
(full-time and part-time employees): A 36-month renewal agreement effective from September 1, 1985 to August 31, 1988, covering 1,900 employees, settled at the post conciliation bargaining stage and ratified in August 1984. Duration of negotiations - 10 months.

* Previously, Canadian Restaurant Employees (Ind.)

ages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases	Restructuring of wage grids, 3% on top rates except 6.4% on waitress top rate	5%	4%
	Waitress	\$3.70-\$4.00 (\$3.45-\$3.76)	\$3.89-\$4.20	\$4.05-\$4.37
	Cook	\$6.65-\$8.08 (\$7.50-\$7.84)	\$6.98-\$8.48	\$7.26-\$8.82

Maximum rates are reached on merit.

Shift Premium:	14¢ (12¢) per hour, when 5 or more hours worked are between 5 p.m. and 8 a.m.
Paid Vacation (full-time):	5 weeks after 25 years of service (new).
Paid Vacation (part-time):	3 weeks after the equivalent of 5 years of service (new).
Health and Welfare (full-time):	<u>Life Insurance, Major Medical and Dental Plan</u> - Employer pays 80% (100%) of the 1983 (1981) premium costs. <u>OHIP</u> - Employer pays 50% of 1985 (1981) premium costs.
Meal Allowance:	60% off 1/4 chicken dinner and 40% off of all other menu items. (Previously, \$1.50 off 1/4 chicken dinner and between 10¢ and 20¢ off of all other menu items.)
Uniform Cleaning and Shoe Allowance:	Employer contributes 3¢ per hour worked (\$1.16 per week) for kitchen staff towards the purchase of shoes and 7¢ per hour worked (\$2.31 per week) for waitresses towards the purchase of shoes and cleaning of uniforms.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO .
OCTOBER 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Auto Industry: A 6-day strike against Chrysler Canada ended on October 21, with a 23-month settlement between the company and the Auto Workers covering 9,500 hourly-rated and salaried employees in Windsor, Ajax and Etobicoke. The new agreements will expire on September 14, 1984, returning to a common expiry date with the current agreements with General Motors and Ford Motor. Terms of the Chrysler settlement restored full parity of wage and benefit provisions with those in the General Motors and Ford Motor agreements.

Wages were increased on October 21, 1985, by an average of 2.25 percent after an initial fold-in of \$3.19 of the \$4.01 cost-of-living allowance that was generated under the expired agreements. A Special Canadian Allowance of 50 cents was then added to the remaining cost-of-living float. On September 1, 1986, a further 20 cents of the cost-of-living float will be incorporated into wages, and a second Special Canadian Allowance of 24 cents will be added to the cost-of-living float.

The cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.26-point change in the Consumer Price Index 1969 = 100, and effective December 1986 at 1 cent an hour for each 0.1 - point change in the 1981 = 100 Index. Nine cents of the adjustments generated from the cost-of-living clause during the term of the agreement will be diverted to off benefit costs.

Benefit terms include:

- An additional 20 hours of paid absence allowance in each year of the agreements.
- A 2-year reduction in the years of service for 2 1/2 and 3 weeks of paid vacation and a 5-year reduction for 4 weeks; addition of 3 1/2 weeks of vacation after 5 years of service and 4 1/2 weeks after 15 years; and an increase in vacation time after 20 years of service to 5 1/2 weeks from 5 weeks.
- Increased benefit under the sickness and accident, extended disability, life and accidental death and dismemberment insurance and dental plans.
- A \$3.85 increase that will raise basic pension rates to a range of \$22.05-\$22.80 a month for each year of credited service for employees retiring by the end of the agreements; and an increase in the monthly benefit for 30 (years) -and-out retirement from \$935 to \$1,205.
- For current retirees, an increase in basic pensions of \$1 a month for each year of credited service; and a \$30 increase in the monthly benefits for 30-and-out retirees. Each retiree will also receive in January 1987, a special payment of \$6.67 for each year of credited service, to a maximum of \$200.
- A new prepaid legal services plan to which the company will contribute 3 cents an hour.

- . Establishment of a pilot child care project at a designated location to help employees locate and obtain child care services, to be funded by the company to a maximum of \$30,000 over the term of the agreements.
- . Increased employer contributions to the paid education leave fund, to \$20,000 a quarter for the next 4 years from \$17,500.
- . Increased employer contributions to the supplementary unemployment benefit fund to a range of 21-33 cents per compensated hours depending on the level of the fund, from 17-29 cents; and to the short week benefit fund to 6 cents from 5 cents. In addition, the company will contribute 50 cents for each hours of overtime worked in excess of 5 percent of all straight-time hours worked, to be calculated on a 12-month rolling average and credited to a contingency fund to assist the financing of supplementary unemployment benefits.

A new income security program will guarantee workers with at least 10 years of service, who are permanently laid off for any reason, 60 percent of pay plus medical and life insurance coverage for one year after their supplementary unemployment benefits entitlement is exhausted. Such workers may choose instead to sever employment with the company and take a cash payment ranging from \$19,000 - \$34,00, depending on seniority. Workers with between 5 and 10 years' service who are permanently laid off because of a total of partial plant closure will receive a cash payment ranging from \$7,000 to \$9,800.

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FOOD AND BEVERAGE

Galco Food Products Limited at Brampton, previously at Toronto - Local 1105P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1985 to May 31, 1987, covering 400 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	June 1/85	June 1/86
General Increases		30¢	30¢
COLA Fold-in		28¢	
Grade 1		\$8.68 (\$8.10)	\$8.98
Grade 10 (Electrician)		\$14.33-\$15.33 (\$13.75-\$14.75)	\$14.63-\$15.63

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1981=100, using the May 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective October 14, 1985, 0-28¢-38¢ (0-25¢-35¢). Effective June 1, 1986, 0-30¢-40¢ when more than 50% of shift has been worked.

Paid Vacation: Effective June 1, 1986, 4 weeks after 11 (12) years of service and 5 weeks after 20 years (new).

Acting Pay (new): Employee temporarily transferred to higher classification for 1 or more hours, receives appropriate rate in the higher classification. For temporary transfers of up to 30 consecutive calendar days at a lower classification, employee will continue to receive regular rate of pay for that period.

Health and Welfare: Note: The following changes are effective November 1985 unless otherwise stated.

Weekly Indemnity - Benefit is payable from the fifth (sixth) day of illness. Effective June 1, 1986, from the fourth day.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective June 1, 1986, the 1984 O.D.A. fee schedule.

Vision Care - Maximum claim is \$100 (\$80) every 24 months.

Pension Plan (new): Employer Contribution - Effective June 1, 1986, 10¢ per hour worked for eligible employees covered by the U.F.C.W. Pension Plan.

Rowntree Mackintosh Canada Limited at Toronto - Chocolate and Confectionary Workers* (CCU): A 17-month renewal agreement effective from October 7, 1985** to February 28, 1987, with wages retroactive to March 1, 1985, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Previously, Retail, Wholesale Employees (AFL-CIO/CLC).

** Previous agreement expired February 28, 1985.

Wages:	Effective	Mar. 1/85	Mar. 1/86
	General Increases	4.5%	4%
	Job Grade D2 (includes Department Helper)	\$9.150 (\$8.755)	\$9.515
	Maintenance Group 2 (includes Electrician)	\$13.675-\$14.720 (\$13.085-\$14.085)	\$14.220-\$15.310
	Maintenance Group 3 (includes Electronics Technician)	\$13.675-\$15.765 (\$13.085-\$15.085)	\$14.220-\$16.395
	Job rates for Electrician and Electronics Technician are reached after 90 working days, and maximum rates, provided current qualifications are met, are reached after 1 year.		
Shift Premium:	0-30¢-44¢ (0-26¢-38¢).		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$53 (\$50) every 2 years. Effective March 6, 1986, \$55.		
	<u>Dental Plan</u> - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.		
Safety Shoe Allowance:	\$50 (\$45) per year.		
Meal Allowance:	\$4.10 (\$3.45) after 2 hours of overtime.		

Nestle Enterprises Limited, Nestle Division at Chesterville - Local 488, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1986 to January 31, 1988, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/86	Aug. 1/86	Feb. 1/87	Aug. 1/87
	General Increases	25¢	15¢	35¢	15¢
	COLA Fold-in	Maximum of 25¢*			
	General Labour	\$12.06 (\$11.56)	\$12.21	\$12.56	\$12.71
	Engineer - 3rd Class	\$13.76 (\$13.26)	\$13.91	\$14.26	\$14.41

* COLA Fold-in will be equal to the COLA generated to January 31, 1986 under the previous contract, capped at 25¢. If the COLA Fold-in is less than 25¢, wage rates quoted above will be adjusted accordingly.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the January 1987 index as the base. Adjusted quarterly. Capped at 25¢. (Basic formula is unchanged.)

Shift Premium:	0-42¢-42¢ (0-40¢-40¢). Effective February 1, 1987, 0-44¢-44¢.
Paid Vacation:	5 weeks after 19 (20) years of service.
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule, updated annually.
Meal Allowance:	\$4.25 (\$4) after 4 hours of overtime. Effective February 1, 1987, \$4.50.
Safety Prescription Glasses (new):	Up to \$20 for replacement lenses.
Safety Shoe Allowance:	\$35 (\$30) per year. Effective February 1, 1987, \$40.

Coca-Cola Ltd. at Toronto, Ottawa, Kitchener, London, Hamilton and Windsor - Various locals, Canadian Brewery Workers (CLC) (production, sales and office employees): Ten 33-month renewal agreements effective from November 1, 1985* to July 24, 1988, with wages retroactive to July 29, 1985, covering 894 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreements expired July 28, 1985.

Wages:	Effective	<u>July 29/85</u>	<u>July 28/86</u>	<u>July 27/87</u>
General Increases		4.8%	4.2%	4.99%
Additional Adjustment		New Classification System implemented for Office Workers**		

Production Employees

Wage Bracket 1 (General Help)	\$13.02 (\$12.42)	\$13.57	\$14.25
Wage Bracket 8*** (Journeyman Electrician)	\$16.23 (\$15.49)	\$16.91	\$17.75

*** Plus a Skilled Trades Adjustment of 25¢ per hour in each year of the agreement, not folded into wages.

Sales Employees

Wage Bracket 1 (Delivery Salesman)	\$13.08 (\$12.48)	\$13.63	\$14.31
Wage Bracket 2 (Highway Tractor - Trailer Driver)	\$14.05 (\$13.41)	\$14.64	\$15.37

Start Rates - After-probationary rates are \$1.65 (\$1.55) less than job rates until completion of a 3-month period after probation. Effective in the second and third years, \$1.70 and \$1.75, respectively, less than job rates.

Office Employees
(Weekly Rates)

Wage Bracket A (includes Accounts Payable I)	\$255-\$300 (\$252-\$286)	\$266-\$313	\$279-\$329
Wage Bracket D (includes Accounts Receivable II)	\$389-\$458 (\$367-\$437)	\$405-\$477	\$425-\$501

** Now 4 wage brackets, A-D. Maximum rates are reached after 6 months. (Previously, 3 wage brackets, 1-3. Maximum rates for Wage Bracket 1 were reached after 9 months and for Wage Bracket 3, after 18 months.)

Cost of Living Allowance (new): Effective for the period August 1, 1987 to July 31, 1988, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, from the July 1987 index to the July 1988 index. Triggered at 6%, and payable in a lump sum.

Night Shift Premium: 55¢ (50¢) per hour. Effective July 28, 1986, 60¢. Effective July 27, 1987, 65¢.

Lead Hand Premium: 60¢ (50¢) per hour. Effective July 28, 1986, 70¢. Effective July 27, 1987, 80¢.

Health and Welfare: Life Insurance - Effective January 1, 1986, maximum benefit is \$20,000 (\$19,000) for production and sales employees, and \$17,000 (\$16,000) for office employees.

Weekly Indemnity - Effective April 1, 1986, maximum benefit is \$340 (\$325) per week. Effective April 1, 1987, \$350. Effective April 1, 1988, \$365.

LEATHER

Canada Packers Inc., Beardmore Division at Acton - Local 0479P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 18, 1985 to July 17, 1987, covering 280 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	July 18/85	July 18/86
General Increases		25¢	30¢
Group A (includes Dry Floor Labour)		\$9.15 (\$8.90)	\$9.45
Licensed Tradesman A		\$11.24 (\$10.99)	\$11.54

Start Rates - 85% of job rate, increasing by 5% every 4 months to job rate, except Tradesman A who starts at 22¢ below job rate and increases by 11¢ every 6 months to job rate. (Previously, 15¢ per hour below job rate with a 5¢ increase after 30 days and the job rate after 60 days.)

Health and Welfare:

Life Insurance - Effective October 29, 1985, benefit is \$15,000 (\$10,000).

Weekly Indemnity - Effective November 1985, benefit is \$215 (\$205) per week. Effective July 18, 1986, \$225.

Vision Care - Effective November 1, 1985, maximum claim is \$75 (\$60) every 2 years.

Dental Plan - Effective November 1, 1985, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

KNITTING MILLS

McGregor Hosiery Mills at Toronto - Local 590, Textile and Chemical Union (CCU): A 24-month renewal agreement effective from October 23, 1985 to October 22, 1987, covering 225 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 23/85</u>	<u>Oct. 23/86</u>
General Increases		18¢	18¢
Skilled Trades Adjustments		10¢ for Labour Grades VIII to X, 20¢ for Labour Grades XI and XII	10¢ for Labour Grades VIII to X, 20¢ for Labour Grades XI and XII
Labour Grade I (includes Finisher)		\$5.88 (\$5.70)	\$6.06
Labour Grade XII (Tool and Die Maker A)		\$13.28 (\$12.90)	\$13.66

Dominion Textile Inc., Penmans Division at Cambridge - Local 1967, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1985 to June 30, 1988, covering 435 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
Increases:				
Hourly Rates		17¢	20¢	23¢
Incentive Rates		14¢	16¢	18¢
Additional Adjustments		3¢ to 10¢ for certain classifications		

	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
Sewing-Repairs	\$6.02 (\$5.81)	\$6.22	\$6.45
Industrial Mechanic	\$9.22 (\$9.05)	\$9.42	\$9.65

Start Rates (new) - 85% of job rate for the first 6 weeks, 90% of job rate for the next 6 weeks. Minimum hiring rate is \$5 per hour.

Paid Vacation: Effective July 1, 1986, 3 weeks after 7 (8) years of service and 4 weeks after 15 (16) years.

Health and Welfare: Life Insurance - Effective July 1, 1986, benefit is \$8,000 (\$4,000).

A. D. & D. (new) - Effective July 1, 1986, employer pays 50% of premium costs. Benefit is \$8,000.

WOOD

E. B. Eddy Forest Products Ltd., Wood Products Division at Nairn Township - Local 31, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from September 1, 1985 to August 31, 1988, covering 243 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		5%	4%	3%
General Labourer		\$12.47 (\$11.88)	\$12.97	\$13.36
Electrician		\$15.48 (\$14.74)	\$16.10	\$16.58

Shift Premium: Effective September 1, 1986, 0-35¢-50¢ (0-30¢-40¢).

Lead Hand Premium: 75¢ per hour above highest classification supervised when replacing salaried foreman. (\$4 per day above regular rate.)

Health and Welfare: Note: The following changes are effective from November 1, 1985, unless otherwise stated.

Weekly Indemnity - Maximum benefit is \$300 (\$276). Effective September 1, 1986, \$310. Effective September 1, 1987, \$320.

Life Insurance and A. D. & D. - Benefit is \$25,000 (\$20,000).

Long Term Disability - Benefit is \$1,400 (\$1,300). Effective September 1, 1986, \$1,500. Effective September 1, 1987, \$1,600.

Dental Plan - Plan is extended to include Blue Cross Rider 3 (2). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule. Effective September 1, 1987, the 1986 O.D.A. fee schedule.

Pension Plan:	<u>Basic Benefit</u> - Effective September 1, 1986, \$12 (\$10) per month per year of future service.
Apprenticeship Boarding Allowance:	\$75 (\$50) per week.
Safety Glasses Allowance:	\$14 (\$7).
Safety Shoe Allowance:	\$17 (\$13) per year. Effective September 1, 1986, \$21. Effective September 1, 1987, \$25.
Safety Glove Allowance:	Employer provides 1 pair every 30 calendar days for certain eligible employees (new), and continues to contribute \$2 per pair for all other employees.

FURNITURE AND FIXTURE

Sklar-Peppler Inc., Toronto Division and Warehouse, previously Chair and Bed Division at Toronto - Local 51, United Steelworkers* (AFL-CIO/CLC): A 12-month renewal agreement effective from September 7, 1985 to September 6, 1986, covering 275 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Previously, Upholsterers (AFL-CIO/CLC).

Wages:	Effective	<u>Sept. 7/85</u>	<u>Mar. 1/86</u>
General Increase		30¢	
Additional Adjustments		5¢ to non-bonus day workers	5¢ to non-bonus day workers
Trimmer		\$6.95 (\$6.60)	\$7.00 (\$6.60)
Maintenance Class III		\$11.33 (\$10.98)	\$11.38 (\$10.98)

Paid Vacation: Effective in 1986, 4 weeks after 14 years of service (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective October 4, 1985, benefit is \$7,000 (\$4,000).

Dental Plan - Effective July 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Safety Shoe Allowance: In lieu of safety shoe reimbursement, \$30 per year to be applied to safety shoes or as the employee chooses. (Previously, \$20 per year reimbursement for safety shoes.)

MACHINERY

MTD Products Limited at Kitchener - Local 1524, Auto Workers (CLC): A 24-month renewal agreement effective from September 15, 1985 to September 15, 1987, covering 480 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 15/85</u>	<u>Sept. 15/86</u>
	General Increases*	60¢	50¢
	Additional Adjustment	Wage grid introduced for most classifications	
	Job Class 46 Warehouse Labour	\$8.46-\$8.51 (\$7.91)	\$8.96-\$9.01
	Job Class 1 Tool & Die Maker	\$13.25-\$14.10 (\$12.65-\$13.50)	\$13.75-\$14.60
	* Treated as an add-on for incentive employees.		
Shift Premium:	5% of employees regular hourly rate (unchanged). 10¢ per hour is added to the night shift premium for employees on steady night shift (new).		
Paid Vacation:	4 (3) weeks at 8% after 12 years of service.		
Bereavement Leave:	Up to 3 days' paid leave upon death of brother-in-law and sister-in-law (new).		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective October 10, 1985, benefit is \$12,500 (\$12,000). Effective September 15, 1986, \$13,000.		
	<u>Long Term Disability</u> - Maximum benefit is \$750 (\$708) per month.		
	Dental Plan - Effective January 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.		
Pension Plan:	Basic Benefit - \$10 (\$9) per month per year of future service. Effective September 15, 1986, \$11.		
	Past Service Benefit - Effective September 1, 1986, \$9 (\$8) per month per year of service between September 1981 and September 1985.		
Safety Shoe Allowance:	\$30 (\$25) per year.		
Safety Prescription Glasses:	Maximum allowance for lenses is \$35 (\$30).		

TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Ajax, Etobicoke and Windsor - Locals 444, 1090, 1459 and 1498, Auto Workers (CLC) (production, maintenance, office, clerical and engineering employees): Two 23-month renewal agreements effective from October 21, 1985* to September 14, 1987, covering 9,450 employees, settled following a work stoppage. Duration of negotiations - 2 months.

* Previous agreements expired October 15, 1985.

Wages:

Effective	<u>Oct. 21/85</u>	<u>Sept. 1/86</u>
<u>COLA Fold-in</u>		

Production Employees	\$3.19	20¢
Office Employees	\$127.60 per week	\$8 per week

Increase

Production Employees	average 2.25%
Office Employees	1.5% to 3.5%

Production Employees

Major Assembler	\$13.01 (\$9.62)	\$13.21
Electrician	\$15.41 (\$11.81)	\$15.61

Office Employees

Weekly Rates
(40 hours per week)

Grade 1	\$430.71-\$509.18 (\$298.63-\$375.94)	\$438.71-\$517.18
Grade 8 (common rate)	\$475.71-\$635.57 (\$337.97-\$493.17)	\$483.71-\$643.57
Grade 17	\$614.11-\$789.72 (\$470.06-\$639.73)	\$622.11-\$797.72

Maximum rate for Grade 1 is reached with 3% (2%) increases every 6 months, and for Grades 8 through 17, with 3% (2%) increases every 6 months to top progression rates, and on merit thereafter to maximum rates.

Start Rates - 85% of job rate for new hires, progressing at 5% increments every 6 months to 100% of job rate. (Previously, 60¢ below job rate, progressing to maximum within 60 days.)

Cost of Living
Allowance:

\$4.01 COLA float was generated under previous production agreements. \$3.19 is folded into wages and a Special Canadian Allowance of 50¢ is added, leaving \$1.17 as a float in the first year. Effective September 1, 1986, 20¢ is folded into wages and a Special Canadian Allowance of 24¢ is added to the present float.

\$160.40 per week was generated under previous salaried employees' agreement. Commensurate weekly salary and COLA adjustments were negotiated for the office, clerical and technical units.

1¢ per 0.26 point change based on the 3-month average change in the Consumer Price Index - 1969=100, using the average index for May, June and July 1985 as the base. 1¢ from each of the first 5 quarterly adjustments is to be diverted. (Basic formula is

unchanged. Previously, no diversions.) Effective December 1986, 1¢ per 0.1 point change in the C.P.I. - 1981=100, with the first payment in March 1987. Two quarterly calculations with a 2¢ diversion per quarter, for a total of 9¢ over the contract term.

Lump Sum Settlement Payment: \$1,000 per active employee, payable on or about November 8, 1985.

Shift Premium: 0-5%-10% of earnings, including overtime and COLA (unchanged).

Paid Vacation: 2 1/2 weeks after 1 (3) year of service, 3 weeks after 3 (5) years, 3 1/2 weeks after 5 years (new), 4 weeks after 10 (15) years, 4 1/2 weeks after 15 years (new), 5 1/2 (5) weeks after 20 years.

Paid Absence Allowance: Employee may use up to 60 (40) hours of earned vacation time, in minimum 4 hour segments, to attend to personal business.

Bereavement Leave: Common-law spouse is included. Employee will be excused from work with pay for any 3 working days within 10 calendar day period immediately following the death of family member defined. (Previously, 3 days immediately following death.)

Health and Welfare: The following benefits apply to production employees. Office employees receive comparable benefit changes. Benefits are wage related, unless otherwise stated.

Life Insurance - Maximum benefit is \$37,500 (\$35,000).

A. D. & D. - Maximum benefit is \$18,750 (\$17,500).

Weekly Indemnity - Maximum benefit is \$410 (\$335).

Extended Disability Benefit - Maximum benefit is \$1,405 (\$1,135) per month for employee with less than 10 years of service paid up time-for-time and \$1,545 (\$1,245) per month for employee with 10 or more years of service; paid up to age 65.

Transition Survivor Income Benefit - Maximum \$375 (\$325) per month for surviving spouse with dependent child or for dependent child without parents; \$350 (\$300) for surviving spouse or surviving child; and \$225 (\$200) for dependent parent.

Bridging Survivor Income Benefit - Maximum \$350 (\$325) per month for surviving spouse.

Major Medical - Plan is extended to include chiropractic treatments not covered by OHIP and additional types of prosthetics and durable medical equipment. Drug plan becomes Green Shield #3, which will substitute several generic pharmaceuticals on the list of covered benefits.

Dental Plan - Reimbursement for certain procedures increases to 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months.

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

For retirements effective:

Nov. 1, 1985 - Sept. 1, 1986	\$20.30-\$21.05 (\$18.20-\$18.95)
Oct. 1, 1986 and thereafter	\$21.45-\$22.20

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shows below:

Retirement Date	Effective
Nov. 1, 1985 - Sept. 1, 1986	Apr. 1, 1986, 60¢
	Oct. 1, 1986, 45¢
Oct. 1, 1986 and thereafter	Apr. 1, 1987, 60¢

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date and wage level as shown:

For retirements effective:

Nov. 1, 1985 - Sept. 1, 1986	\$1,070 (\$935)
Oct. 1, 1986 and thereafter	\$1,155

Recipients of these benefits and subsequent "30-and-out" retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Nov. 1, 1985 - Sept. 1, 1986	Apr. 1, 1986, \$45
	Oct. 1, 1986, \$30
Oct. 1, 1986 and thereafter	Apr. 1, 1987, \$50

Current Retirees

Basic Monthly Benefits Per Year of Service - Effective November 1, 1985, benefits for those who retired prior to October 1, 1984 are increased by \$1 and, depending on wage level and retirement date, will range from \$14.90-\$19.85 (\$13.90-\$18.85). Benefits for those who retired between October 1, 1984 and October 15, 1985 range from \$20.20 to \$20.95 (\$18.10-\$18.85), and will increase 60¢ on April 1, 1986, 45¢ on October 1, 1986, and 60¢ on April 1, 1987.

Supplementary Monthly Benefits Per Year of Service/Normal Retirement

Effective November 1, 1985, \$14 (\$13) for retirements between September 15, 1979 and September 30, 1980, \$15 (\$14) for retirements between October 1, 1980 and September 30, 1981; \$16 (\$15) for retirements between October 1, 1981 and October 15, 1985 (1982); \$17 for retirements between November 1, 1985 and September 1, 1986; \$18 for retirements beginning October 1, 1986 and thereafter. Maximum monthly increase of \$25 for those who retired before August 15, 1983; \$30 for those who retired on or after August 15, 1983.

Early Retirement "30-and-out" Special Allowance - Effective November 1, 1985, total monthly benefit varies by retirement date as shown:

Retirement Date

before Sept. 15, 1979	\$720 (\$690)
Sept. 15, 1979 - Sept. 30, 1980	\$945 (\$915)
Oct. 1, 1980 - Sept. 30, 1981	\$955 (\$925)
Oct. 1, 1981 - Sept. 30, 1984	\$965 (\$935)
Oct. 1, 1984 - Oct. 15, 1985	\$1,060

For those who retired between October 1, 1984 and October 15, 1985, the total monthly benefit will increase \$45 on April 1, 1986, \$30 on October 1, 1986, and \$50 on April 1, 1987.

General Terms

Earnings Limitation:	Effective in 1985, earnings limit for "30-and-out" retirees receiving Special Allowances is \$7,200 (\$6,600). Effective in 1986, \$7,600. Effective in 1987, \$8,000.
Special Pension Payments:	Lump sum payment of \$1,000 for full employees who retired prior to October 16, 1985. Surviving spouse receives \$600. Further lump sum payment payable in January 1987 of a maximum \$200 for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum of \$67. Surviving spouse receives 60% of the payment. (Previously, lump sum payment of \$300 for all retirees and \$180 for surviving spouses.)
Restoration of Pensionable Service:	Credited service lost during lay-offs between 1979-1983 to be restored by 25%-100% to employees with at least 5 years of service. (Previously, for time lost during lay-offs up to December, 1967.) Employee with 10 or more years of service will accrue up to a maximum 2 years' credited service while on lay-off.
Plant Closure Early Retirement:	In the event of a plant closing, employee who is laid off and has reached age 50 (55) with 10 years of credited service may elect early retirement.
Supplemental Unemployment Benefit Plan:	<u>Regular Weekly Benefit</u> - Regular benefit plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred, with the maximum regular benefit of \$135 (\$115). Payable for a maximum of 104 (52) weeks for employees with 10 or more years of service. <u>SUB Funding</u> - Employer contributions per hour worked ranging from 19¢-31¢ (17¢-29¢) per straight time hour, 25¢-37¢ (23¢-35¢) per 1 1/2 hour, and 31¢-43¢ (29¢-41¢) per double time hour, increased by 1¢ on January 1, 1986 and 1987. <u>Short Week Benefit Funding</u> - Effective January 1, 1984, trust fund liability cap of 6¢ (5¢) per compensated hour. <u>Special Contingency Fund (new)</u> - Employer contributes 50¢ per overtime hour worked in excess of 5% of all straight-time hours worked. Calculated on a 12-month rolling average and credited to assist SUB benefits financing.

Income Maintenance Benefit Plan (new):	Employee with 10 or more years of service permanently laid off during the term of the agreement receives benefit calculated as 60% of base hourly rate including COLA, payable for 52 weeks following the exhaustion of all SUB entitlements. Life insurance and medical benefit coverage continues during this period.
Voluntary Termination of Employment Plan (new):	Employee with 10 or more years of service permanently laid off during term of the agreement may elect to receive a lump sum payment ranging from \$19,000-\$34,000, depending on length of service, and less the amount of any Income Maintenance Benefit received, in lieu of any severance payments. Recall rights waived upon acceptance of payment.
Plant Closure Benefit (new):	Employee with 5 but less than 10 years of service permanently laid off for at least 12 months due to full or partial plant or office closure may elect a lump sum payment of \$7,000-\$9,800, depending on length of service, in lieu of any severance payments.
Paid Education Leave:	Employer funding is \$20,000 (\$17,500) per quarter for the next 4 years.
Prepaid Legal Services Plan (new):	<u>Funding</u> - Employer contributes 3¢ per straight time hour. <u>Benefits</u> - Effective March 1, 1986, eligible employee, spouse, dependents, retiree and surviving spouse qualify for a broad range of personal legal services. Employees on lay-off are also included for up to 18 months.
Childcare (new):	Employer to fund a pilot childcare project at a designated location to a maximum \$30,000 over the term of the contract.
Employee Stock Ownership Plan:	Employees have option to receive shares, cash payout, or roll over their assets into a new Canadian Employee Benefit Plan.

Mack Canada Inc., Oakville Assembly Plant - Lodge 2281, Machinists (AFL-CIO/CLC):
A 36-month renewal agreement effective from August 27, 1985 to August 26, 1988, covering 382 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 27/85</u>	<u>Aug. 27/86</u>	<u>Aug. 27/87</u>
General Increases		35¢	44¢	60¢
COLA Fold-in		\$2.26		
Tool Crib Attendant		\$14.01 (\$11.40)	\$14.45	\$15.05
Maintenance Electrician		\$15.08 (\$12.47)	\$15.52	\$16.12

Cost of Living Allowance: \$2.267 COLA was generated under previous agreements. \$2.26 is folded into wages August 27, 1985 and \$0.007 continues to float.

1¢ per 0.36 point change in the Consumer Price Index - 1971=100, using the July 1985 index as the base. Adjusted quarterly. Depending on the amount of COLA generated in the first quarter, up to 5¢ will be diverted to the pension plan. A further diversion of up to 5¢ based on the COLA generated in the ninth quarter. (Basic formula is unchanged. Previously, no diversions.)

Health and
Welfare:

Life Insurance - Benefit is \$26,000 (\$24,000).

Vision Care - Maximum claim is \$150 every 36 months (\$100 every 24 months.)

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Pension Plan:

Employer Contribution - Depending on COLA generated, maximum 75¢ (70¢) per straight-time hour to union pension plan. Effective August 27, 1987, maximum 80¢.

Safety Shoe
Allowance:

\$57.50 (\$55); \$115 (\$110) for painters. Effective August 27, 1986, \$60 and \$120 respectively. Effective August 27, 1987, \$62.50 and \$125.

National Steel Car Limited at Hamilton - Local 7135, United Steelworkers

(AFL-CIO/CLC): A 24-month renewal agreement effective from October 5, 1985 to October 5, 1987, covering 700 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:

	<u>Oct. 5/85</u>	<u>Oct. 5/86</u>
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COLA Fold-in	28¢	
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General Increases	30¢	30¢
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Day Workers

Material Handler	\$12.01 (\$11.43)	\$12.31
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Machinist Gr. II	\$14.10-\$14.16 (\$13.52-\$13.58)	\$14.40-\$14.46
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Die Sinker Gr. I	\$14.79-\$14.89 (\$14.21-\$14.31)	\$15.09-\$15.19
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Maximum rates are reached on merit.

Cost of Living
Allowance:

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1985 index as the base. Triggered at 30¢ in each year. Three quarterly adjustments per year, with 1¢ per quarter diverted to offset administration costs. (Basic formula is unchanged. Previously, no trigger.)

Health and
Welfare:

Weekly Indemnity - Effective October 1, 1985, benefit is \$252 (\$245) per week. Effective October 1, 1986, \$259.

Dental Plan - Effective October 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$16 (\$15) per month per year of service.

Supplemental Benefit - \$14 (\$13) per month per year of service.
Effective October 5, 1986, \$16.

ELECTRICAL PRODUCTS

W.C.I. Manufacturing Ltd., Franklin Manufacturing Division at Cambridge - Lodge 1246, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from September 16, 1985 to September 15, 1988, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 16/85	Sept. 16/86	Sept. 16/87
	General Increases	40¢	40¢	40¢
	Labour Group 2 (includes Material Handler)	\$10.06 (\$9.66)	\$10.46	\$10.86
	Labour Group 11 (includes Plant Electrical Maintenance A)	\$11.96 (\$11.56)	\$12.36	\$12.76

Start Rates - Effective January 1, 1987, newly hired employees except in maintenance classifications receive 12% less than job rate, progressing in three 6-month increases of 4% each to the job rate. (Previously, 10¢ below job rate during probation period of 22 days worked.)

Lead Hand
Premium: 18¢ (10¢).

Bereavement
Leave: Up to 3 days' paid leave upon death of grandchildren (new).

Health and
Welfare: Life Insurance - Benefit is \$13,500 (\$13,000).

Dental Plan - Effective January 1, 1986, Blue Cross Plan #9 (#7). Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - 26¢ (24¢) per hour worked to the I.A.M. Labour-Management Pension Fund. Effective September 16, 1987, 28¢.

Prescription
Safety Glasses: \$55 per year. (Previously, employer supplied one pair per year.)

Hammond Manufacturing Company Ltd. at Guelph and Puslinch Township - Employees'

Association (Ind.): A 12-month renewal agreement effective from October 1, 1985 to September 30, 1986, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/85</u>
	General Increase	5.5%
	<u>Plant 1 and Power Supply Div.</u>	
	Assembler (I.B.M.)	\$7.40-\$8.47 (\$7.01-\$8.03)
	Tool Maker Class 2	\$10.68-\$12.24 (\$10.12-\$11.60)

Maximum rates are reached after 1 year.

Shift Premium: Effective October 10, 1985, 0-40¢-45¢ (0-37¢-42¢).

Health and Welfare: Life Insurance - Effective October 10, 1985, benefit is \$15,000 (\$12,000).

A. D. & D. - Effective October 10, 1985, benefit is \$12,000
(\$8,000).

Long Term Disability - For disabilities commencing on or after October 10, 1985, maximum benefit is \$620 (\$520) per month.

Dental Plan - Effective January 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Canada Wire and Cable Limited at Toronto - Local 521, Electrical Workers (UE) (CLC):

A 36-month renewal agreement effective from September 24, 1985 to September 23, 1988, covering 470 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 24/85</u>	<u>Sept. 24/86</u>	<u>Sept. 24/87</u>
	General Increases	4%	4%	4%
	Labourer	\$11.44-\$11.54 (\$11.00-\$11.10)	\$11.90-\$12.00	\$12.38-\$12.48
	Electrician	\$15.05-\$15.15 (\$14.47-\$14.57)	\$15.65-\$15.76	\$16.28-\$16.39

Maximum rate for Labourer is reached after 130 days worked, and for Electrician after 100 days worked.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, using the September 1985 index as the base. Triggered at 5% per year and capped at 30¢. Adjusted annually, by applying the percentage increase to the average wage rate and paying the resulting dollar amount. (Basic formula is unchanged. Previously, triggered at 8%, and no cap. Formula did not trigger.)

Shift Premium: Effective October 6, 1985, 0-32¢-44¢ (0-31¢-43¢). Effective September 24, 1987, 0-35¢-45¢.

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1985, benefit is \$16,000 (\$15,000). Effective October 1, 1986, \$17,000. Effective October 1, 1987, \$18,000.

Weekly Indemnity - Effective November 1, 1985, benefit is \$220 (\$210) per week. Effective October 1, 1986, \$230. Effective October 1, 1987, \$245.

Dental Plan - Effective October 1, 1986, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective November 1, 1985, \$12.50 (\$12) per month per year of service. Effective October 1, 1986, \$13. Effective October 1, 1987, \$13.75.

Safety Shoe Allowance: Effective October 6, 1985, \$30 (\$29) per year. Effective September 24, 1986, \$31. Effective September 24, 1987, \$33.

Meal Allowance: \$4 (\$3) after 2 hours of overtime.

TRANSPORTATION

Air Canada, system-wide - Air Line Flight Attendants (CLC): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 1,080 Ontario employees, settled during a work stoppage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Oct. 4/85</u>	<u>Oct. 4/86</u>
General Increases			3%	3%
Flight Attendant		\$20.81-\$30.49 (\$20.81-\$30.49)	\$21.43-\$31.40	\$22.08-\$32.34
Flight Service Director B-747*		\$42.05 (\$42.05)	\$43.31	\$44.61

Start Rates - Effective September 28, 1985, \$17.00 per hour for Flight Attendant, merging with the regular scale at the third 6-month level.

Maximum rate for Flight Attendant is reached after 7 years. Effective October 4, 1985, 2 additional 6-month steps are added at the entry level of the grid for 11 (9) increment levels after 8 years. Employees hired before September 29, 1985 advanced to the next level on the new scale.

* Classification to be eliminated through attrition.

Lump Sum Settlement Payment: \$900 for Flight Attendant, \$1,000 for purser, and \$1,100 for Flight Service Director.

Profit Sharing Payment: \$322 for all employees hired before July 22, 1985.

Hours of Work: Maximum monthly limitation is 80 (75) hours on a voluntary basis, or if insufficient volunteers, on a compulsory basis in reverse order of seniority, with a 1-hour flight time credit added per calendar day assigned (new).

Air Canada, system-wide - Air Line Pilots (Ind.): A 30-month renewal agreement effective from August 31, 1984 to March 1, 1987, covering 749 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Mar. 2/85</u>	<u>Mar. 2/86</u>
	General Increases	3%	4%
	<u>Weekly Base Pay</u>		
	Pilot	\$354.81-\$654.33	\$369.00-\$688.50

Note: Pilot receives either an hourly base pay to be included as a component of flying pay or salary in accordance with total credited service. Maximum rates above are reached after seven 6-month increases.

Hourly Base Pay

Second Officer (10th year)	\$20.23 (\$19.64)	\$21.04
First Officer and Captain (12th year)	\$22.30 (\$21.65)	\$23.19

Note: First Officers with 3 (2) or more years of service and Second Officers with 4 (2) or more years of service receive, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross weight pay as follows:

First Officer:	from 49.2% to 61.2% (unchanged)
Second Officer:	from 38.2% to 43.2% (unchanged)
	Percentages vary with years of service.

Captain

Hourly Flying Pay

Equipment	<u>Day</u>	<u>Night</u>	<u>Day</u>	<u>Night</u>
DC-9	\$45.7207 (\$44.3890)	\$60.0408 (\$58.2920)	\$47.5495	\$62.4424
B-747	\$52.3074 (\$50.7839)	\$68.7139 (\$66.7125)	\$54.3997	\$71.4625

<u>Mileage Pay</u>	5.6806¢ per mile (5.5151¢)	5.9078¢ per mile
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<u>Gross Weight Pay</u>	5.6806¢	5.9078¢
per 1,000 pounds	(5.5151¢)	
of the certified		
gross weight of		
the aircraft flown,		
per hour		

Gross Weight of Airplanes for Pay Calculations:

Boeing 727	197,000 (195,000) lbs.
Douglas DC-8	355,000 (333,000) lbs.
Boeing B-747	743,000 (738,000) lbs.

Lump Sum Settlement Payment: 3% of wages earned for the period between August 1, 1984 to March 1, 1985.

Hours of Work: Maximum 75 hours per month (unchanged), except the employer may designate up to 10 (4) months per calendar year with a maximum 80 hours per month.

Allowances: Overseas Pay Per Hour of Flying Time

Effective	Mar. 2/85	Mar. 2/86
Captain -	\$6.4491 (\$6.2613)	\$6.7071
First Officer -	\$3.5175 (\$3.1450)	\$3.6582
Second Officer -	\$2.3452 (\$2.2769)	\$2.4390

Navigation-Aid Pay Per Hour

Captain -	\$5.8629 (\$5.6921)	\$6.0974
First Officer -	\$2.9314 (\$2.8460)	\$3.0487
Second Officer -	\$1.7587 (\$1.7075)	\$1.8290

Health and Welfare: Life Insurance - Effective August 31, 1985, benefit is \$100,000 (\$50,000) for Captain, \$70,000 (\$35,000) for First and Second Officers with over 2 years of experience, and \$25,000 (unchanged) for First and Second Officers with less than 2 years of experience.

Supplemental Health Plan (new)* - Employer pays 100% of premium costs.

* Previously, employee paid 100% of premium costs for this plan, which was not part of the collective agreement.

Pension Plan: Employee's military service is now included in the calculation of pensionable service credits, if the employee purchased the military service credits.

Early Retirement Incentive (new) - Employee may elect to retire at age 55 and receive 9 months' lump sum pay. Employee may accept a cash payment, pay up remaining pension period to retirement age, or choose a combination of both options.

Meal Allowance: Effective October 1, 1985, \$40 (\$36) per day in Canada. Effective September 30, 1986, \$42.

Uniform Cleaning Allowance: Effective October 1, 1985, \$27 (\$24.70) per month. Effective September 30, 1986, \$28.25.

St. Lawrence Seaway Authority in Ontario and Quebec - Various Locals, Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 882 Ontario employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	Additional Adjustment	Up to 25¢ per hour for Tradesman, Labour Foreman and General Traffic Controller	
	<u>Operations and Maintenance</u> (40 hours per week)		
	Labourer	\$11.77 (\$11.32)	\$12.24
	Electrician	\$14.75 (\$14.18)	\$15.34
	<u>Clerical, Technical and Stores</u> (37.5 hours per week)		
	Job Class 2 (Clerk-Records)	\$10.17-\$10.48 (\$9.78-\$10.08)	\$10.58-\$10.90
	Job Class 16 (Real Property Agent)	\$16.28-\$16.76 (\$15.65-\$16.12)	\$16.93-\$17.43
Cost of Living Allowance:	4¢ for each 1 point increase in the Consumer Price Index - 1971=100, using the average index from November 1983-October 1984 compared to the average index for November 1984-October 1985. Triggered at 8% per year and folded in annually. The second adjustment is based on the same formula. (Previously, COLA clause was inoperative.)		
Shift Premium:	Effective October 25, 1985, 0-35¢-50¢ (0-30¢-45¢). Effective January 1, 1986, 0-37¢-52¢.		
Bilingualism Bonus:	\$200 one-time payment for bilingual employees in certain classifications. (Previously, 5% of salary.)		
Adoption Leave (new):	1 day's paid leave.		
Health and Welfare:	<u>Employer Contribution</u> - Effective January 1, 1986, \$86 (\$71) for family coverage and \$38 (\$32) for single coverage under the health and welfare program. Effective September 1, 1986, \$102 and \$45 respectively. If payments exceed premium costs, employer will rebate to a maximum of \$15 for family coverage and \$11 for single coverage. (Previously, no maximum rebate.)		

Dental Plan - Effective November 23, 1985, coverage is based on the 1984 (1980) Ontario Dental Association fee schedule. Effective in 1986, the 1986 O.D.A. fee schedule when available.

Safety Shoe
Allowance:

Employer pays 75% (65%) of cost to a maximum of \$50 per year.

Meal Allowance:

\$8.50 (\$8) after 2 hours of overtime.

VIA Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC)
(off-train employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 576 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	<u>Weekly Rates</u>		
	Junior Clerk	\$350.95-\$398.80 (\$337.45-\$383.46)	\$364.99-\$414.75
	Senior Sales Agent	\$552.69 (\$531.43)	\$574.80

Maximum rate for Junior Clerk is reached after 40 weeks.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 6 weeks after 28 (29) years of service. Effective January 1, 1986, 5 weeks after 19 (20) years.

Bereavement
Leave: Effective September 1, 1985, 3 days' paid leave upon death of common-law spouse (new).

Paid Maternity
Leave (new): Effective October 4, 1985, 15 weeks at the difference between 66 2/3% of weekly salary and UIC benefit to a maximum \$345 per week. Effective January 1, 1986, 70% of weekly salary to a maximum \$370.

Health and
Welfare: Life Insurance - Effective October 4, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

Life Insurance for Retirees - Effective September 1, 1985, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.

Weekly Indemnity - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, 70% (66 2/3%) of base pay to a maximum \$370.

Major Medical - Effective October 4, 1985, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prosthesis (new). Effective January 1, 1986, maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).

Vision Care (new) - Effective January 1, 1986, maximum claim is \$100 per year for eligible individuals under 18 and \$100 every 2 years for eligible individuals 18 and over.

Dental Plan - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.

Mileage Allowance: Effective January 1, 1986, 21¢ (19.3¢) per kilometre.

Injury on Duty Pay (new): Effective September 1, 1985, employee receives full wages for the day the injury was sustained.

Pension Plan: Early Retirement - Employee may elect to retire at age 55 (60) with an unreduced pension.

Employment Security (new): Employee with 4 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change. An employee with Employment Security whose position is abolished will be trained for another position.

Relocation Allowance: \$550 (\$500).

Transportation Expenses: \$140 (\$125) per employee and \$55 (\$50) per dependent, when moving to a new location. \$115 (\$105) for employee who does not wish to move. Effective January 1, 1986, \$120.

Property Sale Allowance: \$7,700 (\$7,000).

Mississauga City Corporation, Transit Department - Local 1572, Transit Union (AFL-CIO/CLC): A 27-month renewal agreement effective from July 1, 1985 to September 30, 1987, covering 331 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
General Increases	4%	4%	4.25%	1.75%
Skilled Trades Adjustment	10¢			
General Service	\$11.07 (\$10.64)	\$11.54	\$11.74	
Operator	\$13.45 (\$12.93)	\$14.02	\$14.27	
Licensed Mechanic/ Bodyman	\$14.39 (\$13.74)	\$15.00	\$15.26	

Shift Premium (Garage Employees): Effective October 23, 1985, 45¢ (40¢) per hour. Effective July 1, 1987, 50¢.

Sunday Premium:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
	<u>Per Hour</u>			
	Licensed Mechanic	\$3.01 (\$2.89)	\$3.14	\$3.19
	Operator	\$2.74 (\$2.63)	\$2.86	\$2.91
	All Other Employees	\$2.45 (\$2.36)	\$2.55	\$2.59

Lead Hand Premium: 35¢ (22¢) per hour. Effective July 1, 1986, 40¢.

Training Premium: 40¢ (27¢) per hour. Effective July 1, 1986, 45¢.

Accident Report Pay: Maximum 30 (15) minutes pay at regular rate for operator completing mandatory report on accidents involving third party or personal injury.

Bereavement Leave: 1 day's paid leave upon death of brother-in-law and sister-in-law (new).

Health and Welfare: Life Insurance for Retirees - Effective October 23, 1985, benefit is \$2,000 (\$1,000).

Weekly Indemnity - Effective October 23, 1985, benefit is \$340 (\$300). Effective July 1, 1986, \$380. Effective July 1, 1987, \$390.

Dental Plan - Effective October 23, 1985, coverage is based on the current year's (1983) Ontario Dental Association fee schedule, updated on July 1.

Cashier's Allowance: Effective December 1, 1985, \$168 (\$144) per year to defray float shortages.

Prescription Safety Glasses: \$60 (\$45) once every 2 years.

Safety Shoe Allowance: \$50 credit towards purchase of 1 pair once per contract year. Effective July 1, 1987, \$55. (Previously, employer supplied safety shoes once per year.)

Tool Allowance: Effective October 23, 1985, \$5 (\$4.75) per week for mechanics and apprentices. Effective July 1, 1986, \$5.40.

Toronto Area Transit Operating Authority (GO Transit) - Local 1587, Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 400 employees, settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase	5%
	Ticket Collector	\$8.77 (\$8.35)
	Operator	\$12.34 (\$11.75)

Apr. 1/84

Maintenance Electrician	\$14.82
	(\$14.11)

Shift Premium: 25¢ (23¢) for all hours worked between 7 pm and 5 am. Effective October 1, 1984, 30¢.

Paid Vacation: 4 weeks after 10 (11) years of service.

Health and Welfare: Dental Plan - Effective January 1, 1984, coverage is based on the 1984 (1980) Ontario Dental Association fee schedule.

Tool Allowance: \$100 (\$85) per year for tradesman in bus maintenance. \$40 (\$25) per year for tradesman in plant maintenance.

Trades	Employer pays the cost of certificate each year.
Certificate	
Allowance (new):	

RETAIL TRADE

N & D Supermarket Limited at Windsor - Employees' Association (Ind.) (full-time and part-time retail food employees): Two 36-month renewal agreements effective from September 1, 1985 to August 31, 1988, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>	<u>Mar. 1/87</u>
	Approximate Increases			
	Part-time	6%	5%	
	Full-time	6%-9%	5%	2%

Part-time Employees

Student Packer (under 18 years of age)	\$4.30-\$4.55 (\$4.05-\$4.30)	\$4.50-\$4.80	\$4.60-\$4.90
Non-Student General Help	\$5.05-\$6.50 (\$4.75-\$6.15)	\$5.30-\$6.85	\$5.40-\$7.00
Cashier	\$5.35-\$8.10 (\$5.05-\$7.65)	\$5.60-\$8.50	\$5.70-\$8.65

Effective	<u>Sept. 1/87</u>	<u>Mar. 1/88</u>
Approximate Increases		
Part-time	5%	
Full-time	4%	2%

Student Packer (under 18 years of age)	\$4.85-\$5.15	\$4.95-\$5.25
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	<u>Sept. 1/87</u>	<u>Mar. 1/88</u>
Non-Student General Help	\$5.65-\$7.35	\$5.75-\$7.50
Cashier	\$6.00-\$9.10	\$6.10-\$9.30
Maximum rate for Student Packer is reached after 12 months, for Non-Student General Help, after 24 months and for Cashier, after 30 months.		
Hours of Work (part-time):	Maximum 30 (24) hours per week.	
Cost of Living Payments:	Quarterly lump sum payments of 60¢ per hour worked during the first contract year, 65¢ per hour worked in the second year and 70¢ per hour worked in the third year. (Previously, 1¢ per 0.5 point change in the Consumer Price Index - 1971 = 100. Capped at 50¢ in the first contract year, 55¢ in the second and 60¢ in the third year.)	
Pay for Work on Paid Holidays (full-time):	Double time for all hours worked on a statutory holiday or a day celebrated in lieu of a statutory holiday (new).	
Sunday Premium (new):	Double time for all hours worked.	
Split Shift Premium:	30¢ for each hour worked during the second part of the split shift. (New for part-time employees; previously 20¢ for full-time employees.)	
Premium Pay (part-time):	25¢ (20¢) per hour for a part-time cashier who relieves a full-time employee.	
Long Service Premium (part-time):	90¢ (unchanged) for each hour worked on or after September 1, 1985, for employee with 8 years of service and \$1.35 (new) per hour for employee with 10 years of service.	
Bereavement Leave (part-time, non-student) (new):	1 day's paid leave to attend funeral of parent, spouse, child, parent-in-law, brother or sister.	
Health and Welfare (full-time):	<u>Life Insurance</u> - Benefit is \$10,000 (\$7,500).	

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Ontario Secondary School Teachers' Federation (Ind.) (full-time and part-time employees): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,131 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.32%

Sept. 1/85

Teacher-Category I	\$22,464-\$37,232
0-11 years	(\$21,534-\$35,690)

Teacher-Category IV	\$26,267-\$46,475
0-11 years	(\$25,179-\$44,550)

Vice-Principal	\$49,577-\$53,750
0-3 years	(\$47,524-\$51,524)

Principal

Cartwright	\$53,750
High School	(\$51,524)

Other Schools	\$56,482-\$61,741
0-3 years	(\$54,143-\$59,184)

Responsibility Allowances: Increased by 4% to 4.24%.

Master's Degree Allowance: \$725 (\$700).

Educational Conference Allowance: \$600 (\$550) for Vice-Principals.

Health and Welfare: Life Insurance - Effective June 1, 1986, maximum benefit is \$180,000 (\$150,000).

Dental Plan - Effective June 1, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Vision Care - Effective June 1, 1986, maximum claim is \$100 (\$60) every 24 months.

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 272 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Sept. 1/85

Increase	\$150-\$3,550
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Teacher-Category I	\$19,300-\$38,000
0-12 years	(\$18,650-\$36,550)

Teacher-Category IV	\$25,000-\$46,200
0-12 years	(\$23,750-\$44,390)

Co-ordinator	\$47,200-\$49,700
0-3 years	(\$45,390-\$47,890)

Vice-Principal	\$52,500-\$55,500
0-3 years	(\$50,600-\$53,300)

Sept. 1/85

Principal	\$59,000-\$62,000
0-3 years	(\$56,800-\$59,500)

Responsibility Allowances:	Director	\$2,750 (\$2,625)
	Department, Guidance and Physical Education Head	\$2,450 (\$2,310)
	Librarian, Intermediate and Assistant Department Head	\$1,650 (\$1,575)
	Subject Chairman and Music Head	\$1,350 (\$1,260)

Educational Growth Fund: \$30,000 (\$27,500).

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	2.03%	2.22% approximately
	Teacher-Category D 0-4 years	\$17,483-\$23,406 (\$17,135-\$22,940)	\$17,870-\$23,925
	Teacher-Category A1 0-10 years	\$21,707-\$37,063 (\$21,275-\$36,325)	\$22,187-\$37,885
	Teacher-Category A4 0-10 years	\$25,625-\$45,200 (\$25,115-\$44,300)	\$26,192-\$46,200
	<u>Principal</u>		
	fewer than 18 teachers 0-4 years	\$46,547-\$51,337 (\$45,620-\$50,315)	\$47,575-\$52,475
	18 or more teachers 0-6 years	\$46,547-\$53,602 (\$45,620-\$52,535)	\$47,575-\$54,790

Responsibility, Graduate Degree and Isolation Allowances: Increased in accordance with the general salary increases.

Kent County Board of Education at Chatham - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	Increases	approximately 4.13%	4.4%
	Teacher-Category 1 0-10 (0-11 years)	\$21,606-\$36,601 (\$20,750-\$35,150)	\$22,557-\$38,211
	Teacher-Category 4 0-11 years	\$25,704-\$46,035 (\$24,685-\$44,210)	\$26,835-\$48,061
	Vice-Principal 0-2 years	\$50,632-\$54,432 (\$48,625-\$52,275)	\$52,860-\$56,827
	Principal 0-2 years	\$57,582-\$61,383 (\$55,300-\$58,950)	\$60,116-\$64,084

Responsibility Allowances:		<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	Director	\$2,950 (\$2,850)	\$2,950
	Special Assignment Teacher	eliminated (\$2,850)	
	Major Department Head	\$2,707 (\$2,600)	\$2,815
	Minor Department Head	\$2,395 (\$2,300)	\$2,490
	Assistant Head	\$1,666 (\$1,600)	\$1,733

Health and Welfare: Dental Plan - Effective September 1, 1986, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Lincoln County Separate School Board at St. Catharines - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 488 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	1%
	Additional Adjustment	Restructuring of some salary grids*	
	Teacher-Level D 0-6 years	\$16,660-\$23,790 (\$16,019-\$22,875)	\$16,827-\$24,028
	Teacher-Level A1 0-10 years	\$21,090-\$35,656 (\$20,279-\$33,785)	\$21,301-\$36,013
	Teacher-Level A4 0-11 (0-13) years	\$26,027-\$45,504 (\$25,026-\$43,054)	\$26,287-\$45,959

* Maximum rate for Level A1 increases by 5.54%. Maximum rate for Level A2 is reached after 10 (11) years, for A3 after 11 (12) years, and for A4 after 11 (13) years.

Responsibility
Allowances:

Principal, Elementary
0-3 years

A School \$5,577-\$8,610
(A School) (\$3,792-\$6,825)
(B School) (\$5,577-\$8,610)

B School \$7,467-\$10,500
(C School) (\$7,467-\$10,500)

Vice-Principal, \$2,400-\$3,000
Elementary (\$2,394)
0-3 years

Principal, Secondary \$9,000-\$12,000
0-3 years (\$8,757-\$11,449)

Vice-Principal, 50% of Principal's
Secondary Allowance (\$4,788)

Major Department \$3,000
Head, Secondary (\$2,516)

Minor Department \$2,000
Head, Secondary (\$1,635)

Supervisor of \$5,577-\$8,610
Curriculum (\$3,792-\$6,825)
0-3 years

Sept. 1/85

Jan. 1/86

Co-ordinator of \$2,487-\$5,823 \$2,513-\$5,881
Special Education (\$2,415-\$5,653)
0-4 years

Consultant \$2,200-\$5,556 \$2,244-\$5,612
0-4 years (\$2,155-\$5,393)

Teacher of Special Education

- Without Certificate \$388 \$392
(\$377)
- Elementary Certificate \$649 \$655
(\$630)
- Intermediate Certificate \$971 \$981
(\$943)
- Specialist Certificate \$1,296 \$1,309
(\$1,258)

Industrial Arts, Family \$388 \$392
Studies, Conversational (\$377)
French and Itinerant
Music

- With Specialist's \$649 \$655
Certificate (\$630)

Extra Degree Allowance, Secondary (new):	\$600 for 1 degree beyond a B.A., \$600 for 1 degree beyond an M.A., and \$1,198 for a Ph. D. degree without an M. Ed. degree or equivalent.
Health and Welfare:	Life Insurance - Benefit is 3 times salary to a maximum of \$150,000 (\$90,000). <u>Extended Health Care</u> - Drug plan with a 35¢ per prescription deductible added (new). <u>Vision Care</u> - Maximum claim is \$100 (\$80) every two years. <u>Dental Plan</u> - Orthodontal coverage with a lifetime maximum of \$1,000 per person added (new).
Early Retirement Incentive (new):	\$2,000-\$10,000 lump sum payment, depending on age at date of retirement, for eligible teacher.

Metropolitan Separate School Board at Toronto - Ontario Catholic Occasional Teachers' Association (Ind.): A 12-month first agreement effective from September 1, 1985 to August 31, 1986, covering 596 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	7.1%
	<u>Daily Rates</u>	
	Teacher without degree	\$80.86 (\$75.50)
	Teacher with degree	\$99.00 (\$92.44)

Holiday Pay:	3% of daily rate.
Vacation Pay:	4% of daily rate.
Reporting Pay:	1/2 day's pay if no assignment available.
Sick Leave:	2 paid days per month cumulative for the duration of the assigned occasional teaching assignment.
Bereavement Leave:	Up to 5 days' paid leave upon death of spouse, parent, parent-in-law, child, brother, sister, and where eligible, former legal guardian or ward. Up to 2 days' paid leave upon death of aunt, uncle, grandparent, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, niece or nephew.
Jury Duty or Crown Witness Leave:	Employee receives the difference between normal earnings and fees received.
Education Leave:	1/2 day's pay to write examination or attend graduation for employee scheduled to work.
Negotiating Committee Leave:	Up to 8 paid days for a maximum of 5 employees.

Middlesex County Board of Education at Hyde Park - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):

A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 385 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	3.5% plus \$200
	Teacher-Category I 0-5 years	\$16,544-\$22,805 (\$15,791-\$21,840)
	Teacher-Category IV 0-10 years	\$20,816-\$36,155 (\$19,919-\$34,739)
	Teacher-Category VII 0-12 years	\$24,998-\$45,853 (\$23,959-\$44,109)

Responsibility Increased by 3.5%.
Allowances:

Norfolk Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	3.84%	1.46%
	Teacher-Category D 0-5 years	\$16,546-\$23,279 (\$15,934-\$22,418)	\$16,788-\$23,620
	Teacher-Category A1 0-10 years	\$21,706-\$35,732 (\$20,903-\$34,411)	\$22,023-\$36,255
	Teacher-Category A4 0-10 years	\$26,172-\$45,299 (\$25,204-\$43,624)	\$26,555-\$45,962
	Principal, B Grid	\$49,137*	\$50,568
	Principal, A Grid	\$52,926*	\$54,467
	Principal, Non-Grid (new)	\$51,834*	\$53,343

* Previously, \$46,006-\$51,834 for Principal A
\$42,370-\$47,706 for Principal B

Effective	<u>Sept. 1/86</u>
General Increase	4%
Teacher-Category D	\$17,460-\$24,564
Teacher-Category A1	\$22,904-\$37,706

	<u>Sept. 1/86</u>
Teacher-Category A4	\$27,617-\$47,800
Principal, B Grid	\$50,902
Principal, A Grid	\$55,500
Principal, Non-Grid	\$54,158
Effective	<u>Nov. /86</u>
Principal, B Grid	\$50,902
Principal, A Grid and Non-Grid	\$55,500
Effective	<u>May /86</u>
Principals**	\$55,500

** Effective May 15, 1987, Principals with a degree receive an annual salary based upon the maximum of Category A-4 and an allowance of \$4,700-\$7,700 for 0-3 years.

Responsibility Allowances:	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Vice-Principal 0-3 years	\$2,500-\$3,700 (\$3,623)	\$2,500-\$3,700
Principal's Designate	\$450 (\$419)	\$450
Resource Teacher	\$1,400 (\$1,311)	\$1,400
Co-ordinator	\$3,500 (\$3,347)	\$3,700
Supervisor	\$6,100 (\$5,578)	\$6,700

Health and Welfare: Life Insurance - Effective October 1, 1986, maximum benefit is \$200,000 (\$150,000).

Vision Care and Hearing Aids - Effective September 1, 1986, maximum claim is \$125 (\$100) for eyeglasses and \$325 (\$300) for hearing aids, per person every 2 years.

Early Retirement Incentive: \$3,000-\$14,000 (\$2,600-\$13,000) lump sum payment, depending on age at date of retirement.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 238 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.535%

Sept. 1/85

Teacher-Category 1 0-10 years	\$22,821-\$36,511 (\$21,831-\$34,927)
Teacher-Category 4 0-10 years	\$27,611-\$46,102 (\$26,413-\$44,102)
Principal	\$57,226-\$62,704 (\$54,743-\$59,984)
Vice-Principal	\$51,287-\$55,809 (\$49,062-\$53,387)

Cost of Living Allowance: 0.2% per 0.2% increase in the Consumer Price Index - 1971=100, from the August 1985 index to the August 1986 index. Triggers at 8%. Capped at 10%. Payable September 1986. (Basic formula is unchanged. Formula did not trigger.)

Responsibility Allowances and Extra Degree Allowances: Increased by approximately 4.5%.

Health and Welfare: Life Insurance - Effective October 1, 1986, maximum benefit is \$200,000 (\$150,000).

Vision Care and Hearing Aids - Effective September 1, 1986, maximum claim is \$125 (\$100) for eyeglasses and \$325 (\$300) for hearing aids, per person every 2 calendar years.

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Early Retirement Incentive: \$3,000-\$14,000 (\$2,600-\$13,000) lump sum payment, depending on age at date of retirement.

Simcoe County Board of Education at Barrie - Local 330, Ontario Public Service Employees Union (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees and TMR classroom aides): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>July 1/85</u>	<u>Nov. 1/85</u>
	Increases	2.5%	3% or 38¢, depending on wage rate*
	Clerk/Stenographer	\$7.16-\$8.15 (\$6.98-\$7.95)	\$7.38-\$8.40
	Buyer	\$10.74-\$13.33 (\$10.48-\$13.00)	\$11.06-\$13.73

* All classifications in Groups A and F with maximum rates of \$8.67 or \$9.18 at the end of the previous agreement, receive 38¢ per hour. All other classifications receive 3%.

Maximum rates are reached on merit.

Paid Holidays: Remembrance Day is replaced with 1 floating day to be taken during the Christmas-New Year's period.

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Ontario English Catholic Teachers' Association (Ind.):
A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 202 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/85	Jan. 1/86	Sept. 1/86
	General Increases	3%	1.5%	4.2%
	Teacher-Class D 0-6 years	\$16,918-\$22,711 (\$16,425-\$22,050)	\$17,172-\$23,052	\$17,893-\$24,020
	Teacher-Class A1 0-12 years	\$20,626-\$35,690 (\$20,025-\$34,650)	\$20,935-\$36,225	\$21,814-\$37,746
	Teacher-Class A4 0-12 years	\$24,565-\$44,341 (\$23,850-\$43,050)	\$24,934-\$45,006	\$25,981-\$46,896

Responsibility Allowances: Increased by 2.5%.

Early Retirement Incentive: Eligible employee aged 50-64 who elects early retirement will receive between \$6,000-\$13,000 (\$4,000-\$9,000) depending upon age. Incentive decreases by 20% each year over the next 5 years.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/85	Jan. 1/86
	General Increases	2.5%	2.5%
	Teacher-Group 1 0-10 years	\$20,992-\$34,662 (\$20,480-\$33,820)	\$21,517-\$35,527
	Teacher-Group 4 0-12 years	\$24,559-\$45,031 (\$23,960-\$43,928)	\$25,173-\$46,161
	<u>Vice-Principal</u> 0-3 years		
	'A' School	\$49,067-\$51,746 (\$47,870-\$50,483)	\$50,293-\$53,038

	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
'AA' School	\$49,959-\$52,638 (\$48,740-\$51,353)	\$51,207-\$53,952

Principal
0-3 years

'A' School	\$53,409-\$56,088 (\$52,106-\$54,720)	\$54,744-\$57,489
'AA' School	\$56,144-\$58,823 (\$54,775-\$57,388)	\$57,548-\$60,293

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
Effective		
General Increases	2%	2.1%
Teacher-Group 1	\$21,947-\$36,237	\$22,386-\$36,966
Teacher-Group 4	\$25,676-\$47,084	\$26,190-\$48,030

Vice-Principal

'A' School	\$51,299-\$54,098	\$52,325-\$55,181
'AA' School	\$52,323-\$55,031	\$53,276-\$56,132

Principal

'A' School	\$55,839-\$58,638	\$56,956-\$59,812
'AA' School	\$58,699-\$61,498	\$59,873-\$62,729

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan - Effective November 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Victoria County Board of Education at Lindsay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 347 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

	<u>Sept. 1/85</u>
Effective	
General Increase	4.5% for Teachers, 5.8% for Principal
Teacher-Category D 0-6 years	\$15,691-\$23,075 (\$15,015-\$22,081)
Teacher-Category A1 0-11 years	\$21,229-\$36,459 (\$20,314-\$34,887)

Sept. 1/85

Teacher-Category A4 \$25,383-\$46,150
0-12 years (\$24,289-\$44,161)

Principal (basic \$47,480
salary) (\$44,880)

Responsibility Increased by 3%.
Allowances:

Health and Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental
Welfare: Association fee schedule.

Vision Care (new) - Employer pays 75% of premium costs. Maximum
claim is \$100 every 24 months.

McMaster University at Hamilton - Local 532, Service Employees International
(AFL-CIO/CLC): A 12-month renewal agreement effective from
October 1, 1985 to September 30, 1986, covering 230 employees,
settled at the bargaining stage. Duration of negotiations - 2
months.

Wages:	Effective	<u>Oct. 1/85</u>
	General Increase	7.2%
	Custodian 1	\$9.28 (\$8.66)
	Electrician A	\$13.23 (\$12.34)

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time
faculty, Unit 1 and Unit 2): Two 24-month renewal agreements
effective from September 1, 1985 to August 31, 1987, covering
1,500 employees, settled at the bargaining stage. Duration of
negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	Average Increases	7.1% on grid*	6.6% on grid*
	Annual Salary		
	Teaching Assistantship	\$6,052	\$6,450
	(10 hours per week)	(\$5,565)	
	(Unit 1)		
	Salary per Assignment		
	Course Director	\$6,828	\$7,278
	(Units 1 and 2),	(\$6,375)	
	Writing Workshop		
	Instructor (Unit 2)		
	Tutor 5 (College	\$2,750	\$2,940
	Tutorial Leader)	(\$2,560)	

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Tutor 2 (Demonstrator: 3 lab hrs./wk.)	\$2,442 (\$2,282)	\$2,603
Tutor 1 (Tutorial Leader), Tutor 6 (Studio Instructor), Instructor (Faculty of Education - Unit 2), Tutor 7 (Miscellaneous - Unit 1)	\$2,276 (\$2,125)	\$2,426
<u>Hourly Rates</u>		
Coach (Fine Arts)	\$18.40 (\$17.23)	\$19.60
Tutor 3 (Marker/Grader), Tutor 4 (Individual Tutor)	\$15.45 (\$14.47)	\$16.50
Computer Centre Adviser	\$8.50 (\$8.22)	\$9.30

* Additional payments of 0.3% and 0.8% of salary in lieu of benefits in the first and second years respectively.

North York Public Library Board at North York - Local 771, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 402 employees, settled at the conciliation officer's stage. Duration of negotiations - 5 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
General Increases		4.25%	4.25*
<u>Annual Rates</u>			
Group 1 (includes Clerk Typist)	\$17,832.40-\$19,757.30 (\$17,105.42-\$18,951.85)	\$18,590.28-\$20,596.99	
Group 18 (includes Systems Librarian)	\$35,158.19-\$40,520.62 (\$33,724.88-\$38,868.70)	\$36,652.41-\$42,242.75	

* Conditional Wage Reopener if the Consumer Price Index increases by more than 7% above the December 1985 index.

Maximum rates are reached on merit.

Standby Pay: \$45 (\$40) per week for maintenance employee.

Health and Welfare: OHIP and Semi-Private Hospitalization - Effective January 1, 1986, employer pays 50% of premium costs for part-time employees (new).

Dental Plan - Effective January 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1986, the 1986 O.D.A. fee schedule.

Pension Plan: Effective January 1, 1986, all newly hired permanent part-time employees will be enrolled in OMERS plan. Optional for permanent part-time employees hired before January 1, 1986.

HEALTH AND WELFARE SERVICES

St. Joseph's Religious Hospitallers of Hotel Dieu at Kingston - Local 465, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): A 24-month renewal agreement* effective from October 31, 1983 to October 30, 1985, covering 370 employees, settled by arbitration. Duration of negotiations - 17 months.

* Previously 2 separate agreements.

Wages:	Effective	<u>Oct. 31/83</u>	<u>Oct. 31/84</u>
	General Increases	5%	5%
	Attendant 1	\$8.05-\$8.41 (\$7.61-\$8.01)	\$8.45-\$8.83
	RNA	\$9.26-\$9.57 (\$8.82-\$9.11)	\$9.72-\$10.05
	Electrician	\$10.75-\$11.20 (\$10.24-\$10.67)	\$11.29-\$11.76
	Effective	<u>June 1/85</u>	
	Increase	3% or 35¢, whichever is greater	
	Attendant 1	\$8.80-\$9.18	
	RNA	\$10.07-\$10.40	
	Electrician	\$11.64-\$12.11	

Maximum rates are reached after 2 years.

Shift Premium: Effective the first pay period following the signing of the agreement, 4% of straight time hourly rate when majority of hours in shift fall between 1500 and 0700 hours. (Previously, 28¢ per hour.)

Reporting Pay: Minimum 4 (3 3/4) hours' pay if no work available and notice not to report to work not given.

Standby Pay: 20% of straight time hourly rate. (Previously, \$1.25 per hour.)

Paid Vacation: 4 weeks after 9 (13) years of service and 5 weeks after 20 (24) years. Casual and regular part-time employees included on a pro-rata basis (new).

Paid Maternity Leave (new):	Effective October 18, 1985, maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (80%) of premium costs. <u>Long Term Disability Plan</u> - Employer pays 75% (50%) of premium costs. Waiting period for benefits paid by employer (new). <u>Vision Care (new)</u> - Employer pays 80% of premium costs. Maximum claim is \$60 every 24 months. <u>Dental Plan</u> - Effective in each contract year, coverage is updated to the current year's (1981) Ontario Dental Association fee schedule.
Meal Allowance (new):	\$3 after 2 hours of overtime.
Training Allowance:	Pay for time lost for taking courses required by employer (new).
Tool Allowance:	\$40 (\$35) per year.
Contracting Out Clause (new):	No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual or part-time employees.

FEDERAL ADMINISTRATION

<u>Treasury Board of Canada - Council of Graphic Arts Unions (4 AFL-CIO/CLC unions)</u> (printing operations, non-supervisory employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 530 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.									
Wages:	<table><tr><th>Effective</th><th>July 1/85</th></tr><tr><td>General Increase</td><td>3.5%</td></tr><tr><td>Offset Machine Operator 1 (OF0-2)</td><td>\$7.88-\$12.49 (\$7.61-\$12.07)</td></tr><tr><td>Webb Fed Press Operator (OF0-26)</td><td>\$17.46 (\$16.87)</td></tr></table>	Effective	July 1/85	General Increase	3.5%	Offset Machine Operator 1 (OF0-2)	\$7.88-\$12.49 (\$7.61-\$12.07)	Webb Fed Press Operator (OF0-26)	\$17.46 (\$16.87)
Effective	July 1/85								
General Increase	3.5%								
Offset Machine Operator 1 (OF0-2)	\$7.88-\$12.49 (\$7.61-\$12.07)								
Webb Fed Press Operator (OF0-26)	\$17.46 (\$16.87)								
Night Shift Premium:	85¢ (80¢) per hour.								
Lead Hand Premium:	82¢ (77¢) above basic hourly wage rate, or the basic hourly wage rate of the highest paid tradesman in the group, whichever is greater.								
Severance Pay:	1/2 of weekly rate per year of continuous service to a maximum of 11 (10) weeks' pay, for employee who resigned after 12 or more years of service.								

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(clerical services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 9,469 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Jan. 1/85

General Increase 4.78%

Weekly Rates
(36 1/4 hours per week)

Clerk 1, Mail \$282.21-\$310.20
 (\$269.34-\$296.05)

Clerk 7, General \$533.81-\$612.98
 (\$509.46-\$585.02)

Maximum rates are reached in annual steps on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(general operational services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 3,411 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Jan. 1/85

Increase 5% or \$18.80 per week,
 whichever is greater

Cleaner 1 \$8.43-\$8.60
(40 hours per week) (\$7.96-\$8.13)

Clerk 2, Supply \$9.68-\$10.14
(40 hours per week) (\$9.21-\$9.66)

Weekly Rates

Area Supply Supervisor \$626.14-\$673.41
(Bargaining Unit) (\$596.32-\$641.34)
(36 1/4 hours per week)

Maximum rates are reached in annual steps on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(maintenance services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 5,438 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Jan. 1/85

General Increase \$22.96
 per week

Jan. 1/85

Maintenance	\$12.69-\$13.03
Electrician	(\$12.11-\$12.45)
(40 hours per week)	

Weekly Rates
(36 1/4 hours per week)

Operator 1	\$310.98-\$342.18
Bindery Equipment	(\$288.02-\$319.22)

Highway Equipment	\$727.83-\$793.68
Supervisor 3	(\$704.87-\$770.72)

Maximum rates are reached on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(office services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 5,899 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	\$15 per week	\$10 per week

Weekly Rates
(36 1/4 hours per week)

Operator 1	\$299.56-\$331.52	\$309.56-\$341.52
Telephone Switchboard	(\$284.56-\$316.52)	

Supreme Court	\$592.46-\$695.10	\$602.46-\$705.10
Reporter 1	(\$577.46-\$680.10)	

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

York Regional Board of Commissioners of Police at Newmarket - Police Association
(Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 355 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4.2%	2.9%	3%
	Constable 4th Class	\$22,906 (\$21,983)	\$23,570	\$24,277
	Constable 1st Class	\$34,167 (\$32,790)	\$35,158	\$36,213
	Detective Sergeant	\$41,340 (\$39,674)	\$42,539	\$43,815

Effective	<u>July 1/86</u>
General Increase	2%
Constable 4th Class	\$24,763
Constable 1st Class	\$36,937
Detective Sergeant	\$44,691

Hours of Work: Effective by February 3, 1986, a 12-hour shift to be implemented on a 12-month trial basis. Any additional staff resulting from the shift change to be utilized in 2-officer patrol cars.

Plainclothes Allowance: \$900 (\$800) per year.

CONSTRUCTION

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CLC) (Distribution Pipeline Agreement): A 12-month renewal agreement effective from May 1, 1985 to April 30, 1986, covering 200 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Package: No increase in rates in effect at the expiry of the previous contract.

Effective	<u>May 1/85</u>
Intermediate Operator	\$18.20
Principal Operator	\$19.43

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Overtime Pay: From October 1 to March 31, time and one-half for all hours worked beyond 8 (9) hours per shift and 40 (45) hours per week.

Mileage Allowance: 25¢ per kilometre in excess of 40 km. per day (unchanged) to a maximum \$60 per day (new).

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CLC) (Mainline Pipeline Agreement): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 500 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
	General Increase		*
	Intermediate Operator	\$22.98 (\$22.98)	
	Principal Operator- Group I	\$24.91 (\$24.91)	

* Hourly package increase will be calculated as follows: the percentage increase in the Consumer Price Index from January 1,

1985 to December 31, 1985 will be applied to the Intermediate Operator rate and the resulting dollar amount will be added to all classifications.

Package rates shown include wages, holiday and vacation pay, and welfare and pension fund contributions.

Overtime Pay: Double time for all hours worked beyond 12 (10) hours per shift.

Travel Time Pay: Straight time rate for time spent returning to warehouse or marshalling point (unchanged), for up to 1 hour at the end of the shift (new).

ADDENDA

July 1985 Settlement

TRANSPORTATION EQUIPMENT

Fabricated Steel Products (Windsor) Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 420 employees, settled at the bargaining stage and ratified in July 1985. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/86	Jan. 1/87	Jan. 1/88
COLA Fold-in		\$1.40		
General Increases		2%	2.5%	2.5%
Press Operator		\$13.68 (\$12.01)	\$14.02	\$14.37
Industrial Truck Repair & Plant Mechanic "A"		\$14.74 (\$13.05)	\$15.11	\$15.49

Cost of Living Allowance: \$1.40 of the \$1.45 COLA generated during the previous agreement is folded into wages, leaving a float of 5¢.

1¢ per 0.3 change in the Consumer Price Index - 1971=100, using the November 1985 index as the base. Adjusted and paid quarterly. (Basic formula is unchanged.)

Lump Sum Settlement Payment: \$1,000 per employee.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$18,000). Effective January 1, 1987, \$22,000. Effective January 1, 1988, \$24,000.

Weekly Indemnity - Benefit is \$250 (\$220) per week. Effective January 1, 1987, \$260. Effective January 1, 1988, \$276.

Pension Plan: Basic Benefit - \$16 (\$13) per month per year of service. Effective January 1, 1987, \$18. Effective January 1, 1988, \$20.

Supplementary Benefit (new) - \$5 per month per year of service. Effective January 1, 1987, \$6. Effective January 1, 1988, \$7.

Safety Shoe Allowance: \$50 (\$40) maximum every 500 hours worked.

Protective Clothing Allowance (new): \$25 maximum per year for aprons.

Tool Allowance: \$80 every 1,000 hours worked for set-up trainees (new).

September 1985 Settlements

EDUCATION AND RELATED SERVICES

Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 850 employees, settled at the bargaining stage and ratified in September 1985. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	2%
	Additional Adjustment	Restructuring of salary grids
	Teacher-Category D 0-10 (0-6) years	\$17,133-\$27,119 (\$16,797-\$22,671)
	Teacher-Category A1 0-10 (0-12) years	\$20,987-\$36,106 (\$20,575-\$35,398)
	Teacher-Category A4 0-10 (0-12) years	\$25,647-\$45,672 (\$25,144-\$44,776)

Lump Sum Payment: Employees at the maximum in their category, except Category D, receive \$100 one-time lump sum payment.

Responsibility Allowances and Special Education Certificate: Increased by 3%.

Home Instruction Teacher: \$12.50 (\$12.13) per hour.

Wellington County Separate School Board at Guelph - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 297 employees, settled at the post fact finder bargaining stage and a 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, settled at the bargaining stage and both ratified in September 1985. Duration of negotiations - 16 months.

ages:	Effective	<u>May 6/85</u>	<u>Sept. 1/85</u>
	General Increases	4%	4.4%
	Teacher-Level I 0-6 years	\$15,198-\$22,119 (\$14,613-\$21,268)	\$15,867-\$23,092
	Teacher-Level IV 0-11 years	\$19,241-\$35,310 (\$18,501-\$33,952)	\$20,088-\$36,864
	Teacher-Level VII 0-13 years	\$23,434-\$43,073 (\$22,533-\$41,416)	\$24,465-\$44,968
	High School Principal* 0-4 years (new)		\$54,000-\$58,000
	High School Vice-Principal* 0-4 years (new)		\$50,000-\$54,000
	* Elementary School Principals and Vice-Principals continue to be paid base salary plus responsibility allowance.		
responsibility allowances:	Increased by 3.9%. Effective September 1, 1985, increased by 4.4%, except no increase for teacher acting as Vice-Principal. Methods and Resources Specialist receives \$750, pro-rated for part-time employee (new).		
health and welfare:	<u>Dental Plan</u> - Effective June 1, 1985, employer pays 85% (90%) of premium costs. Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, employer pays 90% of premium costs.		

ERRATUM

The following settlement was reported incorrectly in the August, 1985 Report on page 339:

MacMillan Bathurst Ltd., previously MacMillan Bloedel Ltd. at Guelph and Toronto - Locals 1199 and 1497, Canadian Paperworkers (CLC):

Pension Plan: Delete all reference to the Transition Benefit

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Ontario
ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
NOVEMBER 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

Printing Industry: Local 87 of the Newspaper Guild negotiated settlements with the Globe and Mail and the Toronto Star in November, which almost completed the 1985 round of major bargaining in the newspaper printing and publishing industry.

The Globe and Mail settlement covered 495 employees under four renewal agreements and 140 under a first agreement, all scheduled to expire on June 30, 1987. Wage terms included a first-year increase of 6 percent to a maximum of \$39.54 per week, and a second-year increase of 5 percent to a maximum of \$34.92 a week. An additional, \$10 a week was provided for employees in certain classifications.

Other terms included an increase in night shift premium to \$7.50 a shift, from \$4.50; a new lobster shift premium of \$9 a shift for district sales representatives; upgrading of dental plan fee schedules; and increased allowances for safety shoes, for camera rental by photographers and reporter-photographers, and for transportation.

The settlement with The Toronto Star covered 1,400 employees, and will run for 17 months to December 31, 1986. It provided for an initial payment of \$250 for full-time employees with less than six months of service, and \$500 for those with six months or more service, and prorated amounts for part-time employees. In addition, wage rates were increased by 6 percent for all employees on August 1, 1985, and 3 percent in August 1, 1986, except for circulation aides and inserters. Some employees received additional adjustments.

Other improvements included an increase in shift premiums to \$5.00 a shift, from \$3.75 for country-run drivers, and from \$4 for field mechanic; an increase in call-back guarantee to 5 hours' pay, from 4 hours; a sixth week of paid vacation after 25 years of service, increased bereavement leave on death of spouse or children to 5 days from 3 days; increased meal, clothing and tool allowances, a doubling of the insurance benefit on death occurring on hazardous duty and travel on company business, increased long term disability benefits and updating of the dental benefit fee schedule.

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FOOD AND BEVERAGE

Nestle Enterprises Limited, Nestle Division at Trenton - Local 183, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees):
A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 265 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>May 1/86</u>
	General Increases	25¢	25¢
	Additional Adjustment	20¢ for maintenance classifications	
	Job Class VIII (Utility C)	\$9.60 (\$9.35)	\$9.85
	Job Class I (includes Electrician)	\$13.10 (\$12.65)	\$13.35
	Effective	<u>Nov. 1/86</u>	<u>May 1/87</u>
	General Increases	28¢	22¢
	Additional Adjustment	15¢ for maintenance classifications	
	Job Class VIII	\$10.13	\$10.35
	Job Class I	\$13.78	\$14.00

Health and Welfare: Life Insurance (Part-time) (new) - Benefit is \$5,000.
Continuation of Benefits (Full-time) (new) - Employer pays 50% of premium costs for OHIP, Major Medical, Dental, and Life Insurance for a maximum of 17 weeks while employee is on maternity leave.

Pension Plan: Plan is extended to include part-time employees (new).

TOBACCO PRODUCTS

Imasco Limited, Imperial Leaf Tobacco Division at Aylmer - Local 10, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
	General Increases	75¢	60¢

	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
Labour Group 2 (includes Paper Press Attendant)	\$10.90 (\$10.15)	\$11.50
Labour Group 10 (Control Room Operator)	\$11.57 (\$10.82)	\$12.17
Shift Premium:	Effective November 16, 1985, 0-35¢-50¢ (0-30¢-45¢).	

TEXTILE

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 15, 1985 to September 14, 1987, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 15/85</u>	<u>Sept. 15/86</u>
	General Increases	5%	4%
	Sample wage rates are not available.		

Shift Premium (new): Effective November 5, 1985, 0-25¢-25¢.

Paid Vacation: Effective November 5, 1985, 4 weeks after 18 (19) years of service.

Bereavement Leave (new): 2 days' paid leave upon death of spouse, parent, brother, sister and child.

Health and Welfare: OHIP - Employer pays 55% (50%) of premium costs.

PRINTING, PUBLISHING AND ALLIED

Canadian Newspapers Company Limited, The Globe and Mail Division, at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (Advertising, Circulation, Editorial and Maintenance-Delivery Departments Employees and District Sales Representatives): Three 24-month renewal agreements effective from July 1, 1985, covering 430 non-printing employees, a 24 1/2 month renewal agreement effective from June 21, 1985, covering 65 District Sales Representatives, and an 18-month first agreement effective from December 30, 1985, covering 140 Advertising Department employees, all expiring June 30, 1987, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 1/85</u>	<u>June 30/86</u>
	General Increases*	6% to a maximum of \$39.54 per week	5% to a maximum of \$34.92 per week

	<u>July 1/85</u>	<u>June 30/86</u>
Additional Adjustments	\$10 per week prior to the 6% increase, for certain classifications	
<u>Minimum Weekly Rates</u>		
<u>Circulation</u>		
Group D (Office Messenger)	\$259.33-\$302.39 (\$234.65-\$275.27)	\$272.30-\$317.51
Group AA (Senior Clerk)	\$339.06-\$472.57 (\$319.87-\$445.82)	\$356.02-\$496.20
<u>District Sales Representative**</u>	\$400.78-\$642.63 (\$378.09-\$606.25)	\$420.81-\$674.76
<u>Editorial</u>		
Group I (Copy Messenger)	\$260.46-\$296.92 (\$235.72-\$270.11)	\$273.49-\$311.76
Group DD (includes Reporter)	\$425.81-\$698.50 (\$401.71-\$658.96)	\$447.10-\$733.42
Group A (includes Editorial Writer)	\$733.20 (\$693.66)	\$768.12
<u>Maintenance-Delivery</u>		
Loader	\$362.63 (\$342.10)	\$380.76
Electrician	\$682.50 (\$642.96)	\$717.42

* Advertising Department employees receive general wage increases of 6% effective December 30, 1985 and 2.5% effective January 1, 1987.

** First wage increase is effective June 21, 1985.

Maximum rates for Office Messenger and Copy Messenger are reached after 1 year, for Senior Clerk after 4 years and for Reporter after 5 years; automatic wage progression for time-based Advertising Department employees (previously, merit-based).

Hours of Work
(District Sales
Representatives):

Split shifts may only be scheduled for those employees whose scheduled hours of work fall between 5 a.m. and 8 p.m.
(Previously, not defined by the agreement.)

Shift Premium:

Effective December 30, 1985, \$7.50 (\$4.50, except new for District Sales Representatives) per night shift. \$9 (new) per shift for District Sales Representatives whose shift starts between 1 a.m. and 5 a.m.

Health and Welfare: Dental Plan - Effective January 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.

Safety Shoe Allowance (Maintenance-Delivery): Maximum \$55 (\$45) every 12 months.

Mileage Allowance (Maintenance-Delivery): 20¢ per kilometre, adjusted quarterly based on the Transportation Component of the Consumer Price Index for Toronto, using the third quarter average for 1985 as base. (Previously, rate was established by employer and adjusted quarterly.)

Car Allowance: District Sales Representatives - \$92 (\$80) per week, adjusted quarterly to reflect changes in the Consumer Price Index. Employer will pay 100% of the increased premium for business use coverage of employee's automobile insurance (new).

Advertising Department - \$232 per month for sales staff.

Camera Rental: \$235 (\$200) per quarter for Photographers and \$135 (\$115) for Reporter-Photographers.

All other Advertising Department working conditions and benefits clauses match the respective existing provisions in the agreements of the four other departments.

The Toronto Star Newspapers Limited at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (non-printing employees): A 17-month renewal agreement effective from August 1, 1985 to December 31, 1986, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 1/85</u>	<u>Dec. 1/85</u>
Increase		6%*	
Additional Adjustments		some classification adjustments	adjustments to some Sales Division-Circulation classifications
<u>Minimum Weekly Rates</u>			
Office Messenger		\$288.06-\$330.21 (\$271.75-\$311.52)	\$288.06-\$330.21
District Representative		\$422.25-\$699.78 (\$398.35-\$660.17)	\$477.00-\$699.78
Reporter		\$473.96-\$732.11 (\$447.13-\$690.67)	\$473.96-\$732.11
News Editor		\$795.71 (\$750.67)	\$795.71

Effective	<u>Aug. 1/86</u>
Increase	3%*
Office Messenger	\$296.70-\$340.12
District Representative	\$491.31-\$720.77
Reporter	\$488.18-\$754.07
News Editor	\$819.58

* No increase in rates for Circulation Aides and Inserters.

Maximum rate for Office Messenger is reached after two 6-month increases, for District Representative after 4 annual increases, and for Reporter after 6 annual increases.

Lump Sum Settlement Payment: \$500 for each full-time regular employee with 6 months or more service as of November 1, 1985. \$250 for each full-time regular employee with less than 6 months of service and for Circulation Aides. Regular part-time employee receives proportionate lump sum payment based on straight time hours actually worked per week.

Hours of Work (part-time employees): Minimum shift is 3 (2) hours.

Shift Premium (Delivery Department): \$5 (\$3.75) per shift for Driver on country runs. \$5 (\$4) per shift for Field Mechanic.

Call-back Pay: Employee receives a minimum of 5 (4) hours' pay at applicable overtime rate.

Paid Holidays: In the event that an additional statutory holiday is declared, employee's birthday will still be recognized. (Previously, employee's birthday would be eliminated.)

Paid Vacation: Effective in 1986, 6 weeks after 25 years of service (new).

Bereavement Leave: Up to 5 (3) days' paid leave in the event of death of spouse or child.

Health and Welfare: A. D. & D. - Effective November 28, 1985, benefit is \$100,000 (\$50,000) in event of death of employee on hazardous duty or while travelling on company business.

Long Term Disability - Effective January 1, 1986, benefit is 60% (50%) of eligible employee's basic earnings.

Dental Plan - Effective in 1986 and subject to approval of all other union groups affected, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Meal Allowance: Effective after November 18, 1985, \$7 (\$6.50) supper allowance. Effective August 1, 1986, \$7.50.

Tool Allowance: Effective in 1986, annual allowance is \$150 (\$125) for Vehicle Mechanic.

Tool Insurance (new) - Employer pays 50% of premium costs to a maximum insurance value of \$3,000 for Field Mechanics only.

Clothing Allowance (new): \$75 per year for Helper Loaders with 12 months of service.

PRIMARY METAL

Arrowhead Metals Ltd. at Toronto - Local 399, Auto Workers (CLC): A 24-month renewal agreement effective from November 9, 1985 to November 9, 1987, covering 370 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 9/85</u>	<u>Nov. 9/86</u>
General Increases		45¢	30¢
Skilled Trades Adjustment		10¢-25¢	10¢
Pay Grade 1		\$9.56 (\$9.11)	\$9.86
Skilled Trade Grade 9		\$14.47 (\$13.92)	\$14.87

Shift Premium: 0-32¢-37¢ (0-25¢-30¢).

Lead Hand Premium: 35¢ (20¢) per hour.

Paid Vacation: 4 weeks after 13 (14) years of service and 5 weeks after 22 (23) years.

Paid Holidays: Effective in the second year, 1 floating day is added for a total of 12 (11) days.

Bereavement Leave: Effective November 9, 1986, 3 days' paid leave in the event of death of brother-in-law or sister-in-law (new).

Health and Welfare: Life Insurance - Effective December 1, 1985, benefit is \$15,000 (\$14,000).

A. D. & D. - Effective December 1, 1985, benefit is \$13,000 (\$12,000).

Dental Plan - Orthodontic services with 50%-50% co-insurance and a maximum Lifetime benefit of \$700 (\$500) per child under 19 years of age are added. Effective December 1, 1985, maximum claim of certain routine procedures is \$850 (\$750) per year per insured individual. Effective December 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective December 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1985, \$14 (\$13) per month per year of service. Effective December 1, 1986, \$15.

Safety Shoe Allowance (new): \$30 per pair to a maximum of 2 pairs per year for Casting Shop employees, and \$20 per pair to a maximum of 2 pairs per year for Plant employees.

TRANSPORTATION EQUIPMENT

Fruehauf Canada Inc., Dixie Manufacturing Plant at Mississauga - Local 252, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1985 to April 30, 1988, covering 225 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	May 1/85	May 1/86	May 1/87
General Increases		30¢*	10¢	10¢
COLA Fold-in		\$1	50¢	
Labourer		\$11.74 (\$10.44)	\$12.34	\$12.44
Electronic Electrician		\$12.64 (\$11.34)	\$13.24	\$13.34

* Includes 15¢ of the 17¢ generated under the COLA formula during the work stoppage and 5¢ previously contributed to the Supplemental Unemployment Benefit Fund.

Cost of Living Allowance: \$1.40 COLA was generated under the previous agreement. \$1 COLA is folded into wages on May 1, 1985 and 50¢ is folded in on May 1, 1986.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. 5¢ is diverted to offset the cost of the dental plan. (Basic formula is unchanged.)

Shift Premium: 0-25¢-25¢ (0-18¢-20¢).

Paid Holidays: One additional day in the second year only, for a total of 40 (39) days over the term of the contract.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$12,000 (\$10,000).

Weekly Indemnity - Effective December 1, 1985, maximum benefit is equivalent to the current U.I.C. maximum (unchanged).

Dental Plan - Coverage is based on the 1985 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1985, \$11 (\$10) per month per year of service. Effective May 1, 1986, \$12.

Supplemental Benefit - Effective December 1, 1985, \$4.75 (\$4.25) per month per year of service. Effective May 1, 1986, \$5.25.

Supplemental Discontinued.
Unemployment
Benefit Plan:

Eaton Yale Ltd., Suspension Division at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1986 to February 1, 1989, covering 545 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb. 1/86</u>	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>
General Increases		20¢	20¢	20¢
Labourer		\$12.36 (\$12.16)	\$12.56	\$12.76
Electrician		\$14.81 (\$14.61)	\$15.01	\$15.21

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: A. D. & D. (new) - Benefit is one-half of Life Insurance coverage, currently at \$17,000.

Vision Care (new) - Employer pays 100% of premium costs for a plan providing a maximum claim of \$60 every 2 years per family member.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective February 1, 1987, the 1984 O.D.A. fee schedule. Effective February 1, 1988, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$12 (\$10) per month per year of service. Effective February 1, 1987, \$14. Effective February 1, 1988, \$17.

Current Retirees - Monthly benefit is increased by \$1 per year of service.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 227 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
General Increases		30¢	30¢
Additional Adjustment		some classifica- tion adjustments	
<u>Minimum Rates</u>			
Labourer		\$8.23 (\$7.93)	\$8.53

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Electrician	\$13.09 (\$12.79)	\$13.39
Helper Improver Premium:	39¢ (37¢) per hour, increasing by 39¢ (37¢) per hour every 6 months until reaching Mechanic's minimum rate.	
Health and Welfare:	Life Insurance and A. D. & D. - Effective December 1, 1985, benefit is \$20,000 (\$15,000).	
	Weekly Indemnity - Effective November 11, 1985, benefit is \$270 (\$215) per week.	
	Long Term Disability - Effective November 11, 1985, maximum benefit is \$1,000 (\$600) per month.	
Pension Plan:	Money purchase plan, with employer contributing 30¢ per hour paid. Employee has option of purchasing a guaranteed annuity or having a transfer value established, based on the previous pension formula. (Previously, defined benefit plan, providing \$16 per month per year of service.)	
Safety Shoe Allowance:	\$60 (\$45) maximum per contract year towards the purchase of metatarsal safety boots.	

ELECTRICAL PRODUCTS

Rockwell International of Canada Ltd., Collins Canada Division at Toronto - Local 1966, Electrical Workers (IBEW) (AFL-CIO/CLC): A 42-month early renewal agreement effective from November 1, 1985* to May 1, 1989, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement was scheduled to expire February 28, 1986.

Wages:	<u>Effective</u>	<u>Mar. 1/86</u>	<u>Mar. 1/88</u>
General Increases		3%**	3%**
Labour Grade 10 (includes Assembly Operator)		\$7.29-\$8.26 (\$7.04-\$7.99)	\$7.54-\$8.54
Labour Grade 3 (Test Technician)		\$11.06-\$11.73 (\$10.70-\$11.35)	\$11.43-\$12.12

** Applied to the previous wage rates plus the \$1.16 COLA float.

Maximum rate for Labour Grade 10 is reached after two 3-month increases and for Labour Grade 3 after three 3-month increases.

Lump Sum Settlement Payment: \$300 per employee.

Lump Sum Payments: 4 lump sum payments of \$500 each on November 1, 1986 and 1987 and June 1, 1987 and 1988.

Cost of Living Allowance:	<p>\$1.16 COLA generated under the previous agreement continues to float.</p> <p>1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the February 1986 index as the base. Adjusted quarterly. Triggered at 3% annually. (Basic formula is unchanged. Previously, capped at 7% and retriggered at 10%.)</p> <p>The COLA generated under the scheduled final adjustment of the previous agreement is diverted to offset the cost of the additional paid holidays.</p>
Paid Holidays:	Two days added for a total of 15 (13).
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1986, \$12.50 (\$12) per month per year of Service. Effective January 1, 1987, 1988 and 1989, \$13, \$13.50 and \$14, respectively.
Safety Shoe Allowance:	Maximum \$30 (\$22.50) per year.
Gainsharing Plan (new):	Negotiations on the criteria for measuring productivity improvements are underway. If negotiations are successful, plan will be implemented June 1, 1986, with a maximum payment of \$300 per year.

MINES

<u>Noranda Inc., Geco Division, previously Noranda Mines Limited at Manitouwadge - Canadian Union of Base Metal Workers (CNTU)* (mine and plant employees): A 24-month renewal agreement effective from August 1, 1985 to July 31, 1987, covering 428 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.</u>							
* Previously Federation of Metal Trades, Mines, and Chemical Products Union (CNTU).							
Wages:	No increase in rates that were in effect at the expiry of the previous agreement.						
	<table><tr><th>Effective</th><th>Aug. 1/85</th></tr><tr><td>Category 1 (Labourer)</td><td>\$12.40 (\$12.40)</td></tr><tr><td>Category 20 (Tradesman with ticket)</td><td>\$15.47 (\$15.47)</td></tr></table>	Effective	Aug. 1/85	Category 1 (Labourer)	\$12.40 (\$12.40)	Category 20 (Tradesman with ticket)	\$15.47 (\$15.47)
Effective	Aug. 1/85						
Category 1 (Labourer)	\$12.40 (\$12.40)						
Category 20 (Tradesman with ticket)	\$15.47 (\$15.47)						
Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.35 point change in the Consumer Price Index - 1961=100 from June 1984 to June 1985, triggered at 8%. Formula did not trigger.)						
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective December 1, 1985, benefit is \$23,000 (\$20,000). Effective August 1, 1986, \$24,000.						

Long Term Disability - Effective August 1, 1986, maximum monthly benefit is \$600 (\$500).

Dental Plan - Effective August 1, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Pension Plan: Past Service Benefit - Benefit is \$15 (\$14) per month per year of service after January 1, 1979, \$14 (\$12) per month per year of service between January 1, 1970 and December 1978 and \$13 (\$12) per month per year of service between August 1, 1966 and December 31, 1969.

TRANSPORTATION

Air Canada, system-wide - District Lodge 148, Machinists (AFL-CIO/CLC): A 27-month renewal agreement effective from March 25, 1985 to June 28, 1987, covering 2,282 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Nov. 18/85</u>	<u>Aug. 25/86</u>
	General Increases	3%	4%
	<u>Maintenance Branch</u>		
	Station Attendant 1	\$10.53 (\$10.22)	\$10.95
	Aircraft Inspector 1	\$20.39 (\$19.80)	\$21.21

Start Rates - Unskilled category - \$7 (\$8.09-\$10.42) per hour, increasing to job rate after 4 1/2 (2 1/2) years.

Lump Sum Payment: Effective November 18, 1985, 3% of regular salary earned between March 25, 1985 and November 17, 1985.

Overtime Pay: Double time after 10 (12) hours worked, and after 6 (8) hours worked on scheduled day off. Overtime payable after 40 (37.5) hours worked per week.

Sick Leave: Waiting period between leaves is 3 (12) months.

Health and Welfare: Dental Plan - Maximum orthodontic claim is \$1,500 (\$1,000).

Pension Plan: Early Retirement - Employee aged 58 (59) with 25 years of service may retire with unreduced pension. Effective June 28, 1987, at age 57.

Meal Allowance: \$6 (\$5).

Travel Allowance: Employee required to work out of town receives \$36 (\$32) per day.

Employment Security (new): Employees will not be laid off due to technological change, but may be assigned to another job.

Canadian Pacific Limited, system-wide - United Transportation Union (AFL-CIO/CLC)
(conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders): Three 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 1,379 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Shift Premium: Effective December 1, 1985, 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 6 weeks after 28 (29) calendar years of service. Effective January 1, 1986, 5 weeks after 19 (20) calendar years.

Bereavement Leave: Effective December 1, 1985, common-law spouse added to provision for 3 days' paid leave (new).

Paid Maternity Leave (new): Effective December 1, 1985, 15 weeks at the difference between 66 2/3% of weekly salary and UIC benefit, with the maximum of the total employer and UIC payments equal to \$345 per week. Effective January 1, 1986, 70% of weekly salary, with the maximum equal to \$370.

Health and Welfare: Life Insurance - Effective December 1, 1985, benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.

Life Insurance for Retirees - Effective December 1, 1985, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.

Weekly Indemnity - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370.

Major Medical - Effective December 1, 1985, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Effective January 1, 1986, maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).

Vision Care (new) - Effective January 1, 1986, maximum claim is \$100 per year for eligible individual under 18 and \$100 every 2 years for eligible individual 18 and over.

Dental Plan - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls. Effective January 1, 1986, the same amount for pre-1977 pensioners or their survivors.

Early Retirement - Effective December 1, 1985, employee aged 56 (60) may retire early without actuarial reduction, if age and service total 85. Effective December 1, 1986, at age 55.

Retirees Health Care Plan (new) - For employees retiring after November 1, 1985 and their surviving spouses, employer pays 100%

of premium costs for basic plan. Maximum lifetime claim is \$15,000 per person, with annual deductibles of \$50 for single coverage and \$100 for family coverage, and 80%-20% co-insurance.

Mileage Allowance: Effective January 1, 1986, 21¢ (19.3¢) per kilometre.

Relocation Allowances: Incidental Expenses - \$550 (\$500).

Transportation Expenses - \$140 (\$125) per employee, plus \$55 (\$50) per dependent when moving to a new location. \$115 (\$105) per month for employee who does not wish to move for a maximum of 12 months. Effective January 1, 1986, \$120.

Passes: Effective December 1, 1985, present pass policies of CP for trains operated by VIA Rail Canada Inc. discontinued in lieu of an improved early retirement plan.

Canadian Pacific Limited, system-wide - Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers): Four 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 574 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Other changes are similar to those reported above for Canadian Pacific Limited and the United Transportation Union.

Toronto Transit Commission at Toronto - Local 2, Canadian Union of Public Employees (CLC) (electrical and technical employees): A 24-month renewal agreement effective from April 1, 1985 to March 31, 1987, covering 230 employees, settled with mediation assistance. Duration of negotiation - 8 months.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Oct. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	4.5%*	1.25%*	4.25%*
	Wage Group 3 (includes Truck Driver)	\$11.26-\$12.43 (\$11.26-\$11.89)	\$11.26-\$12.59	\$11.26-\$13.13
	Wage Group 10 (includes Electrician Gr. 1)	\$16.33 (\$15.63)	\$16.53	\$17.23
	Wage Group 12 (includes C.I.S. Technician Gr. 1)	\$17.24 (\$16.50)	\$17.46	\$18.20

* Except no increase on start, 4-month, and 8-month rates for Wage Groups 3, 4 and 5.

Maximum rate for Truck Driver is reached after 12 months.

Other changes are similar to those reported for Toronto Transit Commission and Local 113, Transit Union, page 389 of the September 1985 report.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 369 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.9%
	Teacher-Category 1 0-10 years	\$21,169-\$36,096 (\$20,180-\$34,410)
	Teacher-Category 4 0-11 years	\$25,159-\$45,761 (\$23,984-\$43,623)
	Vice-Principal 0-3 years	\$50,455-\$54,586 (\$48,098-\$52,036)
	Principal 0-3 years	\$56,877-\$61,641 (\$54,220-\$58,762)

Responsibility Allowances: Increased by 4.9%.

Paid Union Leave: Chief Negotiator is entitled to leave equivalent to 1/3 of full-time teaching duties (new).

Conference Fund: \$31,000 (\$29,000) for the 1985 calendar year. Effective January 1, 1986, \$32,520.

Brant County Roman Catholic Separate School Board at Brantford - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	Increases	4%, except 5.5%-6% for Teacher Category D, and 4%-9.6% for Principal	3.3%
	Teacher-Category D 0-6 years	\$15,521-\$21,595 (\$14,636-\$20,476)	\$16,033-\$22,308

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Teacher-Category A1 0-11 years	\$20,701-\$34,868 (\$19,905-\$33,527)	\$21,384-\$36,019
Teacher-Category A4 0-13 years	\$24,926-\$44,444 (\$23,968-\$42,735)	\$25,749-\$45,911
Principal-Category A4 0-3 years	\$48,100-\$51,100 (\$43,873-\$48,575)	\$49,687-\$52,786

	<u>Feb. 1/87</u>
Effective	
General Increase	0.97%
Teacher-Category D	\$16,188-\$22,524
Teacher-Category A1	\$21,591-\$36,367
Teacher-Category A4	\$25,998-\$46,355
Principal-Category A4	\$50,168-\$53,297

Responsibility Allowances: Effective September 1, 1986, increased by 3.3%. Effective February 1, 1987, increased by 0.97%.

Health and Welfare: Dental Plan - Effective January 1, 1986, employer pays 50% of premium costs for orthodontics services (new).

Continuation of Benefits - Employer continues to pay the premium costs for all health and welfare benefits except orthodontic dental plan for 17 weeks while employee is on maternity leave (new).

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.6%
	Teacher-Group 1 0-10 years	\$24,305-\$38,340 (\$23,236-\$36,654)
	Teacher-Group 4 0-10 years	\$27,929-\$46,506 (\$26,701-\$44,461)
	Vice-Principal 0-3 years	\$52,558-\$55,606 (\$50,247-\$53,161)
	Principal 0-3 years	\$57,663-\$61,619 (\$55,127-\$58,909)

Responsibility, Increased by 4.6%.
War Service and
Post-Graduate
Degree Allowances:

Paid Union Leave: President of O.S.S.T.F. for District 43 is entitled to leave equivalent to 100% (50%) of full-time teaching duties, when required for union activities. President of A.E.F.O. for Carleton is entitled to leave equivalent to 33% (17%) of full-time teaching duties.

Health and Welfare: Dental Plan - Effective December 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective June 1, 1986, plan is extended to include orthodontic and major restorative services, with 50%-50% co-insurance and each with an annual maximum claim of \$1,000 per person (new).

Continuation of Benefits - Employer continues to pay all health and welfare premiums while employee is on teacher-funded leave (new).

Pension Plan: Early Retirement Incentive Plan (new) - Effective June 1, 1986, employees between 55 and 64 years of age, with a minimum of 10 years of service may elect early retirement. Maximum of 10 participants per year. Benefit ranges from 9% of Teacher-Group 4 maximum salary for employee with 34 years of teaching experience up to 43% of Teacher-Group 4 maximum salary for employee with 30 years of teaching experience.

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,693 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/85	Jan. 1/86
General Increases		4.3%	.28%
Additional Adjustment		Restructuring of salary grid for Principal	
Teacher-Category D 0-5 years		\$17,075-\$23,495 (\$16,371-\$22,526)	\$17,122-\$23,560
Teacher-Category A1 0-11 years		\$22,226-\$36,838 (\$21,310-\$35,319)	\$22,288-\$36,940
Teacher-Category A4 0-11 years		\$25,989-\$45,981 (\$24,918-\$44,085)	\$26,062-\$46,109
<u>Principal</u>			
B School 0-1 (0-3) years		\$50,579-\$51,498 (\$46,730-\$49,375)	\$50,720-\$51,641
A School 0-2 (0-3) years		\$52,417-\$54,257 (\$48,494-\$52,020)	\$52,563-\$54,408

Responsibility Vice-Principal
Allowances: 0-2 years

B School	\$375 (\$360) per classroom to a maximum of \$1,875 (\$1,800)	\$377 per classroom to a maximum of \$1,885
A School	\$2,958-\$4,462 (\$2,836-\$4,278)	\$2,966-\$4,474
Consultant 0-2 years	\$2,958-\$4,462 (\$2,836-\$4,278)	\$2,966-\$4,474

Health and Welfare: Vision Care (new) - Effective April 1, 1986, employer pays 85% of premium costs. Maximum claim is \$60 every 24 months. Effective January 1, 1987, \$100.

Dental Plan - Effective June 1, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Elgin County Board of Education at St. Thomas - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
	Increase	3.8%-4.2%
	Teacher-Category D 0-8 years	\$15,524-\$25,001 (\$14,913-\$24,002)
	Teacher-Category A1 0-11 years	\$18,965-\$37,448 (\$18,213-\$35,940)
	Teacher-Category A4 0-12 years	\$22,038-\$45,502 (\$21,160-\$43,661)
	Co-ordinator 0-3 years	\$47,200-\$49,700 (\$45,390-\$47,890)
	Principal 0-3 years	\$50,668-\$53,083 (\$48,620-\$50,936)

Responsibility Increased by 3.5%.
Allowances:

Essex County Board of Education at Essex - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 540 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Nov. 1/85</u>
	Average Increases	2.2%	2.4%
	Teacher-Category I 0-10 years	\$21,755-\$37,145 (\$21,275-\$36,325)	\$22,285-\$38,045
	Teacher-Category IV 0-10 years	\$25,680-\$45,300 (\$25,115-\$44,300)	\$26,305-\$46,400
	Vice Principal 0-3 years	\$49,935-\$53,505 (\$48,835-\$52,325)	\$51,150-\$54,805
	Principal	\$55,935-\$60,590 (\$54,700-\$59,253)	\$57,295-\$62,060
Responsibility Allowances:	Increased by approximately 2.2% and 2.4% on September 1, 1985 and November 1, 1985 respectively.		
Graduate Degree Allowances:	\$650 (\$580) for Masters Degree level and \$850 (\$735) for Ph.D. Degree level.		
Pension Plan:	Early Retirement Incentive Option - \$12,000 (\$10,000) for teachers covered by "A" or "B" of the Teachers' Superannuation Act if retirement is taken in the first year of eligibility, and \$12,000 (\$10,000) for those not covered by the above who retire at or before age 60.		

Grey County Board of Education at Markdale - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 336 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 22 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases	4.4%	5.78%
	Teacher-Category I 0-10 years	\$20,105-\$35,183 (\$19,258-\$33,700)	\$21,267-\$37,217
	Teacher-Category IV 0-12 years	\$23,456-\$43,559 (\$22,467-\$41,723)	\$24,812-\$46,077
	Vice-Principal 0-3 years	\$48,352-\$51,052 (\$46,200-\$48,900)	\$51,303-\$54,003
	Principal 0-3 years	\$55,041-\$58,041 (\$52,595-\$55,590)	\$58,396-\$61,396
* For Principal and Vice-Principal, increases apply to maximum salaries only. Minimum salaries are established by subtracting 3 annual increments of \$1,000 for Principal and of \$900 for Vice-Principal.			

Job Sharing
(new):

Any full-time teacher with a minimum of 10 years of seniority is eligible to share a position with one other teacher, with the condition that each teacher must work not less than 40% of the school year.

Haldimand Board of Education at Cayuga - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 223 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
	General Increases	5.84%	.41%
	Teacher-Category D 0-6 years	\$16,336-\$22,706 (\$15,435-\$21,454)	\$16,403-\$22,800
	Teacher-Category A1 0-11 years	\$21,596-\$36,761 (\$20,405-\$34,734)	\$21,685-\$36,912
	Teacher-Category A4 0-11 years	\$25,778-\$45,950 (\$24,356-\$43,416)	\$25,884-\$46,139
Responsibility Allowances:	Increased by 4.5%.		

Halton Board of Education at Burlington - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,150 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
	General Increases	4%	1%
	Teacher-Category 1 0-9 years	\$21,580-\$36,653 (\$20,570-\$35,243)	\$21,788-\$37,005
	Teacher-Category 4 0-12 years	\$26,497-\$46,572 (\$25,478-\$44,781)	\$26,752-\$47,020
	Vice-Principal 0-3 years	\$51,677-\$54,736 (\$49,689-\$52,631)	\$52,173-\$55,263
	Coordinator 0-3 years	\$52,044-\$56,126 (\$50,042-\$53,967)	\$52,544-\$56,665
	Principal 0-3 years	\$55,113-\$62,155 (\$52,993-\$59,764)	\$55,643-\$62,752
Responsibility Allowances:	Consultant	\$4,234 (\$3,593)	\$4,275

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Head and Director	\$4,234 (\$4,071)	\$4,275
Associate Head	\$3,239 (\$3,114)	\$3,270

Other allowances increased by 4%. Effective February 1, 1986, increased by 1%.

Health and Welfare:

OHIP - Effective February 1, 1986, employer pays 90% (85%) of premium cost.

Vision Care - Maximum claim is \$100 (\$80) every 24 months.

Dental Plan - Effective February 1, 1986, employer pays 95% (85%) of premium cost.

Part-time employees - Employer contributes 50% of its share of premium costs for Extended Health Care, Life Insurance, OHIP and Dental Plan to employees with less than 50% assignment during the regular school year and 100% share of premium costs to employees with 50% or more. (Previously, employer paid 50% share of premiums for 30% to 59% assignment and 100% share for 59% or more.)

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 553 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>	<u>June 1/86</u>
General Increases		2.5%	2.5%	1.5%
Teacher-Category D 0-6 years		\$16,237-\$22,505 (\$15,841-\$21,956)	\$16,643-\$23,068	\$16,893-\$23,414
Teacher-Category A1 0-11 years		\$20,293-\$35,054 (\$19,798-\$34,199)	\$20,800-\$35,930	\$21,112-\$36,469
Teacher-Category A4 0-14 years		\$23,469-\$44,206 (\$22,897-\$43,128)	\$24,056-\$45,311	\$24,417-\$45,991
<u>Principal</u> 0-4 years				
"B" School		\$45,385-\$48,801 (\$44,278-\$47,611)	\$46,520-\$50,021	\$47,218-\$50,771

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>	<u>June 1/86</u>
"A" School	\$47,825-\$51,242 (\$46,659-\$49,992)	\$49,021-\$52,523	\$49,756-\$53,311

Lakehead Board of Education at Thunder Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4.11%	4%
	Additional Adjustment	Restructuring of Principal wage schedule	
	Teacher-Category D 0-7 years	\$19,340-\$26,312 (\$18,577-\$25,273)	\$20,112-\$27,364
	Teacher-Category A1 0-10 years	\$23,204-\$37,134 (\$22,288-\$35,668)	\$24,129-\$38,619
	Teacher-Category A4 0-11 years	\$28,352-\$47,492 (\$27,236-\$45,617)	\$29,482-\$49,392
	Principal 0-2 years	\$51,484-\$51,966 (\$45,617-\$47,061)	\$53,543-\$52,993
Supervision Allowance (Principal):	\$254 (\$244) per year for more than 10 teachers. Effective September 1, 1986, \$264.		
Paid Maternity Leave:	Effective November 26, 1985, wages equivalent to the UIC benefit for the 2-week waiting period (new).		
Pension Plan:	Early Retirement Incentive (new) - Employee retiring at age 55 with 10 years of service receives lump sum payment of 40% of salary, reduced by 4% for each succeeding year of retirement to age 65.		

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4.11%	4%

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Teacher-Category I 0-10 years	\$23,204-\$37,134 (\$22,288-\$35,668)	\$24,129-\$38,619
Teacher-Category IV 0-11 years	\$28,352-\$47,492 (\$27,236-\$45,617)	\$29,482-\$49,392
Vice-Principal 0-3 years	\$52,903-\$55,510 (\$50,814-\$53,319)	\$55,018-\$57,730
Principal 0-3 years	\$55,637-\$62,456 (\$53,441-\$59,990)	\$57,862-\$64,954

Responsibility Allowances: Increased by 4.11%. Effective September 1, 1986, increased by 4%.

Pension Plan: Early Retirement Incentive (new) - Employee retiring at age 55 with 10 years of service receives lump sum payment of 40% of salary, reduced by 4% for each succeeding year of retirement to age 65.

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 832 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
General Increases		4%	0.25% non-compounded
Teacher-Level 1 0-6 years		\$17,081-\$24,414 (\$16,424-\$23,475)	\$17,122-\$24,473
Teacher-Level 4 0-10 years		\$21,974-\$36,816 (\$21,129-\$35,400)	\$22,027-\$36,905
Teacher-Level 7 0-11 years		\$26,434-\$46,458 (\$25,417-\$44,671)	\$26,497-\$46,570

Responsibility Allowances: Increased by 4%. Effective January 1, 1986, increased by 0.25% non-compounded.

Health and Welfare: Continuation of Benefits - Employer's share of health and welfare benefit coverage continues while employee is on 17-week maternity leave (new).

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,308 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
	General Increases	4.25%, except 5% for Principal and Program Supervisor	3%
	Teacher-Category D 0-9 years	\$18,004-\$25,229 (\$17,270-\$24,200)	\$18,544-\$25,986
	Teacher-Category A1 0-10 years	\$20,746-\$35,132 (\$19,900-\$33,700)	\$21,368-\$36,186
	Teacher-Category A4 0-10 years	\$25,385-\$46,548 (\$24,350-\$44,650)	\$26,147-\$47,944
	Vice-Principal	\$49,135-\$50,572 (\$47,132-\$48,510)	\$50,609-\$52,089
	Principal and Program Supervisor	\$52,569-\$55,464 (\$50,050-\$52,850)	\$54,146-\$57,128

Cost of Living Allowance (new): 1% per 1% increase in the average Consumer Price Indices for the Ontario Regional Cities from April 1986 to April 1987, triggered at 3% and calculated for up to 5%; and 0.75% per 1% increase in the average CPI for the Ontario Regional Cities from 5% to a cap of 8%. Pro-rated according to the number of months taught in the preceding school year and capped at 4.25% of employee's basic annual salary on June 15, 1987. Payable in June 1987 and folded into the grid in effect in 1987-88.

Leave of Absence for Religious Holidays: Maximum 3 days per year at the difference between full salary and supply teacher costs (new).

Teacher-Funded Leave Plan (new): Effective from September 1, 1985 to August 31, 1995, employee may take 1 year leave of absence by deferring salary.

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/85
	General Increase	4.3%
	Teacher-Category D 0-5 years	\$16,186-\$22,540 (\$15,519-\$21,611)
	Teacher-Category A1 0-12 years	\$20,789-\$36,894 (\$19,932-\$35,373)
	Teacher-Category A4 0-12 years	\$25,827-\$46,387 (\$24,762-\$44,475)

Responsibility Allowances:	Increased by 4.3%. Learning Resource Counsellors (new) - \$600.
Extra Degree Allowance (new):	\$563 per Masters or Ph.D. degree.
Education Development Fund:	\$44,296 (\$42,470).
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$100 (\$80) per person every 2 years.

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.3%
	Teacher-Group 1 0-12 years	\$20,789-\$36,894 (\$19,932-\$35,373)
	Teacher-Group 4 0-4 years	\$25,827-\$46,387 (\$24,762-\$44,475)
	Consultant 0-4 years	\$49,958-\$52,763 (\$47,898-\$50,588)
	Vice-Principal 0-4 years	\$50,996-\$54,423 (\$48,894-\$52,179)
	Principal 0-4 years	\$56,920-\$61,661 (\$54,573-\$59,119)

Health and Welfare: Vision Care - Effective January 1, 1986, maximum claim is \$100 (\$80) every 2 years.

Nipissing Board of Education at North Bay - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 357 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
	General Increases	3%	1.9%	*
	Teacher A1-1 0-11 years	\$22,019-\$36,052 (\$21,378-\$35,002)	\$22,447-\$36,752	
	Teacher A4-4 0-11 years	\$26,222-\$45,728 (\$25,458-\$44,396)	\$26,731-\$46,616	

	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
Vice-Principal 0-4 years	\$51,950-\$55,232 (\$50,437-\$53,623)	\$52,959-\$56,304	
Principal 0-4 years	\$58,649-\$61,931 (\$56,941-\$60,127)	\$59,788-\$63,133	
* General increase to equal the percentage increase in the Consumer Price Index from the June 1985 index to the June 1986 index, plus 0.5%, to a maximum increase of 5%.			
Night and Summer School Salaries:	Increased by \$5 per hour, and by the general increase effective September 1, 1986.		
Responsibility Allowances and all other Allowances:	Increased in accordance with the general increases.		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$120 (\$60) every 2 years. <u>Dental Plan</u> - Effective September 1, 1986, Blue Cross Rider #2 is added (new).		

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
General Increases		3.7%, rounded to the nearest \$10	.8%, rounded to the nearest \$10
Teacher-Category D 0-6 years		\$18,230-\$22,940 (\$17,583-\$22,124)	\$18,370-\$23,120
Teacher-Category A1 0-11 years		\$22,920-\$36,390 (\$22,099-\$35,094)	\$23,090-\$36,670
Teacher-Category A4 0-12 years		\$26,400-\$45,830 (\$25,459-\$44,199)	\$26,600-\$46,200
Principal* 0-2 years			
B School - fewer than 9 teachers		\$48,770-\$50,590 (\$47,027-\$48,781)	\$49,140-\$50,980
A School 0 9 or more teachers		\$50,590-\$52,860 (\$48,781-\$50,973)	\$50,980-\$53,270

* Maximum salary for Principal without a university degree is \$34,100 (\$32,886). Effective January 1, 1986, \$34,370.

Responsibility	Vice-Principal and	\$3,700	\$3,700
Allowances:	Consultant	(\$3,617)	
	Educational Coordinator	\$53,600	\$54,070
		(\$51,741)	

Educational Development Fund: \$27,000 (\$26,000).

Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 445 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	Increases	3.75%	.7%-.8%, except no increase for Principal
	Teacher-Category I 0-11 years	\$22,920-\$36,390 (\$22,099-\$35,094)	\$23,090-\$36,670
	Teacher-Category IV 0-12 years	\$26,400-\$45,830 (\$25,459-\$44,199)	\$26,600-\$46,200
	Vice-Principal 0-2 years	\$51,380-\$53,660 (\$49,548-\$51,741)	\$51,780-\$54,070
	Principal 0-2 years	\$59,080-\$61,930 (\$56,948-\$59,689)	\$59,080-\$61,930

Related Experience Allowance: \$365 (\$350) per year.

Responsibility	Director	\$3,400 (\$3,323)
Allowances:	Major Head	\$3,400 (\$3,300)
	Assistant to Head	\$1,550 (\$1,500)
	Subject Chairperson	\$840 (\$819)
	Consultant	\$3,700 (\$3,617)

Educational Development Fund: \$30,000 (\$26,000).

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 416 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	3%	1.86%

	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
Teacher-Category 1 0-12 years	\$21,187-\$36,312 (\$20,570-\$35,254)	\$21,581-\$36,987
Teacher-Category 4 0-12 years	\$24,604-\$45,504 (\$23,887-\$44,179)	\$25,061-\$46,351
Vice-Principal	\$51,046-\$54,122 (\$49,559-\$52,546)	\$51,995-\$55,129
Principal	\$57,891-\$61,299 (\$55,234-\$59,514)	\$57,949-\$62,440

Responsibility Allowances: Increased by 3%. Effective January 1, 1986, increased by 1.86%.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board at Peterborough - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
General Increases		3.75%	4.6% non-compounded	*
Teacher-Level 1 0-6 years		\$17,583-\$22,707 (\$16,947-\$21,886)	\$17,727-\$22,893	
Teacher-Level 4 0-12 years		\$21,730-\$36,128 (\$20,945-\$34,822)	\$21,908-\$36,424	
Teacher-Level 7 0-12 years		\$25,147-\$45,035 (\$24,238-\$43,407)	\$25,353-\$45,402	

* Increase to equal the percentage increase in the Consumer Price Index from August 1, 1985 to July 31, 1986, to a maximum 5%.

Responsibility Allowances: Increased by 3.75%. Effective January 1, 1986, 0.85% to 4.6% non-compounded.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario, Ontario Public Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
General Increase		4.45%

Sept. 1/85

Teacher-Category D	\$14,906-\$21,744
0-6 years	(\$14,271-\$20,818)

Teacher-Category A1	\$21,351-\$35,538
0-11 years	(\$20,441-\$34,981)

Teacher-Category A4	\$26,133-\$46,376
0-11 years	(\$25,020-\$44,400)

Principal
0-4 years

Schools with 6 to 14.9 full-time equivalent teachers	\$49,959-\$54,218 (\$47,831-\$51,908)
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Schools with 15 or more full-time equivalent teachers	\$51,741-\$56,047 (\$49,537-\$53,659)
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Responsibility Increased by 4.45%.
Allowances:

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 970 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.45%
	Teacher-Category IV	\$21,351-\$35,538
	0-11 years	(\$20,441-\$34,981)
	Teacher-Category VII	\$26,133-\$46,376
	0-11 years	(\$25,020-\$44,400)
	Vice-Principal	\$51,367-\$54,823
	0-3 years	(\$49,178-\$52,487)
	Principal	\$58,923-\$63,510
	0-4 years	(\$56,412-\$60,804)

Responsibility Increased by 4.45%.
Allowances:

Toronto Board of Education - Local 595, Ontario Public Service Employees Union (NUPGE) (CLC) (elementary and secondary occasional teachers):
Two 12-month renewal agreements effective from January 1, 1985 to December 31, 1985, covering 1,900 employees, settled at the bargaining stage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	4.5%
	Daily Rates*	
	<u>Casual Occasional Teacher</u>	
	Without a Degree	\$71.13 (\$68.07)
	With a Degree	\$94.85 (\$90.77)
	<u>Long Term Occasional Teacher**</u>	daily rate in accordance with current salary grid for full-time teachers

* Daily rates exclude 4% vacation pay and 3% statutory holiday pay.

** A Long Term Occasional Teacher is an occasional teacher employed for a period of 20 or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationary contract.

Special Education Allowance (Long Term Occasional Teacher) (new): Effective November 18, 1985, \$947.

Wellington County Board of Education at Guelph - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 580 employees, settled as a result of back-to-work legislation ending a work stoppage. Duration of negotiations - 22 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	4.8%	4%	1.6%
	Teacher-Category I (0-10 years)	\$21,758-\$35,735 (\$20,761-\$34,098)	\$22,628-\$37,164	\$22,990-\$37,759
	Teacher-Category IV (0-11 years)	\$24,938-\$44,019 (\$23,796-\$42,003)	\$25,936-\$45,780	\$26,351-\$46,512
	Vice-Principal (0-4 years)	\$48,486-\$52,431 (\$46,265-\$50,030)	\$50,425-\$54,528	\$51,232-\$55,400

Sept. 1/84

Sept. 1/85

Feb. 1/86

Principals

Schools with under 500 students (0-3 years)	\$54,239-\$57,856 (\$51,755-\$55,206)	\$56,409-\$60,170	\$57,312-\$61,133
Schools with over 500 students (0-4 years)	\$55,224-\$59,745 (\$52,695-\$57,009)	\$57,433-\$62,135	\$58,352-\$63,129

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare (part-time): Employer pays 85% of premium costs for Life Insurance, Extended Health Care and Dental Plan (new).

University of Toronto Governing Council - Local 204, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 766 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	45¢	45¢
	Housemaid	\$8.83 (\$8.38)	\$9.28
	Elevator - Mechanic Helper I	\$11.93 (\$11.48)	\$12.38

Shift Premium Effective November 3, 1985, 0-30¢-40¢ (0-20¢-20¢). Effective July 1, 1986, 0-45¢-55¢.

Paid Adoption Leave (new): 2 weeks at 95% of salary plus an additional 15 weeks at the difference between 95% of salary and UIC benefit.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 296 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	8%	5%

	<u>July 1/85</u>	<u>July 1/86</u>
<u>Monthly Rates</u>		
Secretarial/ Clerical C	\$1,068-\$1,162 (\$989-\$1,076)	\$1,121-\$1,220
Scientific Buyer	\$1,939-\$2,317 (\$1,795-\$2,145)	\$2,036-\$2,433
Maximum rate for Secretarial/Clerical C is reached after 3 annual increases and for Scientific Buyer after 5 annual increases.		
Shift Premium:	0-33¢-40¢ (0-27¢-33¢).	
Weekend Premium:	Effective November 29, 1985, 40¢ (30¢) per weekend hour worked on a 7 day operation schedule. Effective July 1, 1986, 55¢.	
Paid Vacation:	4 weeks after 10 (11) years of service.	
Bereavement Leave:	3 days' paid leave upon death of step-children and step-parents (new).	
Paid Union Leave:	18 (12) hours per month for chief steward to attend to union activities.	
Health and Welfare:	<u>Dental Plan (new)</u> - Effective January 1, 1986, employer pays 100% of premium costs for Green Shield Dental Plan Plus 4. Coverage is based on the current year's Ontario Dental Association fee schedule. <u>Continuation of Benefits</u> - Effective January 1, 1986, employer pays premium costs for new dental plan in addition to all other health and welfare benefits while on education leave.	
Pension Plan:	<u>Basic Benefit</u> - For retirements effective from July 1, 1985, 2% (1 3/4%) of average annual earnings for best 5 year period, times years of service, to be integrated with the CPP.	
Safety Shoe Allowance (new):	\$45 per year upon presentation of authorized receipt. Effective July 1, 1986, \$50.	
Contracting Out Clause (new):	No contracting out of work usually performed by members of the bargaining unit if this would result in a lay-off.	

York University Board of Governors at Toronto - Faculty Association (Ind.) (full-time professors, lecturers and librarians): A 24-month renewal agreement effective from May 1, 1985 to April 30, 1987, covering 1,020 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>May 1/85</u>	<u>May 1/86</u>
Increases		5% on salary floors; 4% on base salaries	5% on salary floors; 3.1% on base salaries

	<u>May 1/85</u>	<u>May 1/86</u>
<u>Annual Salary Floors</u>		
Lecturer	\$22,010 (\$20,960)	\$23,110
Assistant Professor	\$26,900 (\$25,620)	\$28,250
Professor	\$43,400 (\$41,330)	\$45,570
General Librarian	\$20,030 (\$19,080)	\$21,870
Senior Librarian	\$36,880 (\$35,120)	\$38,720
Overload Teaching Pay:		
Course Director	\$6,159 (\$5,865)	\$6,528
College Tutorial	\$2,450 (\$2,330)	\$2,600
Tutorial Leader (new)	\$2,053	\$2,176

Merit Fund: Merit pool equal to 0.9% (1%) of 1985-86 (1983-84) base salaries. Effective January 1, 1986, applicable merit increases to be incorporated into base salaries of employees who receive them.

Annual Career Progress Increment: Effective May 1, 1985, all base salaries increased by \$1,163 (\$1,108). One-third of amounts withheld from 1983-84 increments under the Inflation Restraint Act restored. Effective May 1, 1986, \$1,222.

Sabbatical Leave: Effective January 1, 1986, 12 months at 80% (75%) of base salary.

Health and Welfare: OHIP - Effective November 1, 1985, employer pays 40% (20%) of premium cost. Effective May 1, 1986, 50%.

Dental Plan - Effective November 1, 1985, maximum lifetime orthodontic and major restorative benefit is \$1,600 (\$1,400). Effective in 1986, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective May 1, 1986, \$1,700 maximum lifetime orthodontic benefit. Effective in 1987, the 1987 O.D.A. fee schedule

Pension Plan: Minimum Benefit Guarantee - Effective July 1, 1985, benefit is 1.4% (1.3%) of average earnings below the Year's Maximum Pensionable Earnings (YMPE) plus 1.9% (1.8%) above the average of the YMPE for those years multiplied by the number of years of credited service at normal retirement date.

Conference and Travel Fund:	Increased by 5%. Effective May 1, 1986, increased by 5%.
Minor Research Fund:	Increased by 6%. Effective May 1, 1986, increased by 6%.
Retirement Consultation Centre Fund:	\$21,000 (\$20,000).

Royal Ontario Museum at Toronto - Local 543, Ontario Public Service Employees (NUPGE) (CLC): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 224 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	5%	5%
	<u>Annual Rates</u>		
	<u>Category A</u>		
	Group 1 (includes Clerk-Typist)	\$12,390-\$13,712 (\$11,800-\$13,059)	\$13,010-\$14,398
	Group 6 (includes Chief Editor)	\$24,970-\$27,738 (\$23,781-\$26,417)	\$26,219-\$29,125
	<u>Category B</u>		
	Group 1 (includes Display Technician)	\$15,221-\$16,762 (\$14,496-\$15,934)	\$15,982-\$17,600
	Group 7 (includes Lecturer)	\$32,642-\$35,660 (\$31,088-\$33,962)	\$34,274-\$37,443
	Effective	<u>Jan. 1/87</u>	
	Pay Equity Adjustment	2%*	

* A Job Evaluation and Salary Review Committee is established (new). If the Committee completes its work by December 31, 1986, the full 2% of payroll will be applied to the pay equity allocation. If not, 0.85% of payroll will be applied to move each employee through the existing salary grids and the remaining 1.15% of payroll will be deferred to the pay equity allocation.

Maximum rates for Clerk-Typist and Display Technician are reached after 4 annual increases; for Chief Editor and Lecturer, after 5 annual increases.

Health and Welfare: The following changes are effective January 1, 1986.

OHIP - Employer pays 100% (75%) of premium costs.

Extended Health Care and Dental Plan - Employer pays 100% (50%) of premium costs.

Long Term Disability Plan - Employee pays 100% (40%) of premium costs.

HEALTH AND WELFARE SERVICES

Mount Sinai, Toronto East General and Orthopaedic, and Wellesley Hospitals at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Three 24-month renewal agreements effective from October 1, 1984 to September 30, 1986, covering 718 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	General Increases	5%	4%
	<u>Wellesley Hospital</u>		
	Grade 2 (includes Clerk)	\$8.20-\$9.12 (\$7.81-\$8.04)	\$8.53-\$9.48
	Grade 8 (includes Senior Accounts Payable Clerk)	\$10.12-\$11.08 (\$9.64-\$10.55)	\$10.53-\$11.52

Maximum rates are reached after 3 years.

Shift Premium: Effective December 1, 1985, \$2.45 (\$2.25) per shift.

Standby Pay: \$1.40 (\$1.25) per hour.

Responsibility Pay: Employee temporarily transferred to a higher classification for more than 1/2 (1) of shift is paid the rate immediately above his/her current rate in the higher classification.

Bereavement Leave: 3 days' paid leave upon death of son/daughter-in-law, brother/sister-in-law and step-parent (new).

Jury and Witness Leave: Full-time employee called as a witness on a regularly scheduled day off receives 1 1/2 (1) times regular pay, if the day off is not rescheduled. Part-time employee attending a hearing on a previously scheduled work day receives straight-time pay for all such hours (new).

Health and Welfare: HOODIP - Long Term Disability Plan - Effective December 1, 1985, employer pays 75% (50%) of premium costs. Wellesley Hospital to adopt this plan.

HOODIP - Short Term Sickness Plan - Benefits for the first 2 days of fourth and subsequent absences paid by employer (previously, unpaid).

Vision Care (new) - Effective December 1, 1985, employer pays 100% of premium costs. Maximum claim is \$60 every 24 months. Employer pays for annual eye examination for employees operating VDT's.

Technological Change (new): Employee with 1 or more years of service who becomes subject to layoff shall be given notice of such change and employer will pay for any course or leave of absence required for employee to upgrade qualifications in order to maintain current position.

Job Security (new): Non-bargaining unit supervisors shall not perform bargaining unit duties which may cause or result in layoff, loss of seniority or service or reduction in benefits to bargaining unit member.

Contracting Out Clause (new): No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

Toronto General Hospital and 142 other Ontario hospitals, province-wide - Ontario Nurses' Association (Ind.) (full-time, regular part-time and casual part-time employees): Two hundred and forty-four agreements as a result of a wage and benefit reopener in the last 6 months of agreements expiring March 31, 1986, covering 32,902 employees, settled by arbitration. Duration of negotiations. - 3 months.

Wages: Effective Oct. 1/85
General Increase 2%

Toronto General Hospital

Full-time
Monthly Rates
(37.5 hours per week)

Graduate Nurse	\$2,206.57 (\$2,163.30)
Registered Nurse 0-7 years	\$2,328.95-\$2,653.76 (\$2,283.28-\$2,601.73)
Assistant Head Nurse 0-7 years	\$2,415.97-\$2,751.83 (\$2,368.60-\$2,697.87)

Part-time*
Hourly Rates

Registered Nurse 0-7 years**	\$14.33-\$16.33 (\$14.05-\$16.01)
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* Rates are exclusive of 14% payment in lieu of fringe benefits.

** Casual part-time nurses with established seniority advance on the same salary grid in the same manner as regular part-time nurses with 1 increment level granted for every 200 tours of seniority (new).

Pay for Work on Paid Holidays: Employee scheduled to work but absent due to illness receives both sick pay and holiday pay. (Previously, only holiday pay.)

Paid Vacations: 5 weeks after 17 (20) years of service. If scheduled vacation is interrupted due to serious illness commencing prior to and extending into the vacation period, or if in-patient hospitalization is required during the vacation period, the illness is considered sick leave (new).

Extended Tours: Standard Hours of Work (new) - 11 1/4 hours per tour. Hospitals with different extended tours can maintain their existing hours of work.

Paid holidays, bereavement leave, vacation and sick leave entitlements for employees working extended tours are based on the applicable percentage of entitlements for employees working 7.5 hours per day. (Previously, no standardized provisions.)

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 275 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 9/85</u>	<u>July 1/86</u>	<u>Feb. 1/87</u>
Increases		15¢		
Gratuity Employees			5¢	10¢
Non-Gratuity Employees			10¢	15¢
Waiter/Waitress	\$5.52 (\$5.37)		\$5.57	\$5.67
Room Attendant (previously 'maid')	\$6.45 (\$6.30)		\$6.55	\$6.70
Electrician	\$12.16 (\$12.01)		\$12.26	\$12.41

Start rate (new) - Up to 10¢ per hour below the base rate for the first 6 months, at employer's discretion.

Lump Sum Payment: One time payment equal to 2% of gross earnings for the period July 1, 1985 to November 26, 1985.

Paid Holidays: Effective January 1, 1986, one floating holiday, or Heritage Day if established, is added for a total of 11 (10) days.

Gain Sharing Bonus (new): All active employees as of January 1, 1986 to December 31, 1986 will receive up to 2% based on the 1986 earnings of employer.

Ed Mirvish Enterprises Limited c.o.b. Ed's Chinese Restaurant, Ed's Italian Restaurant, Ed's Seafood Restaurant, Ed's Warehouse Restaurant, Old Ed's and Ed's Folly at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time service employees): A 37-month first agreement effective from November 26, 1985 to December 31, 1988, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 26/85</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	<u>Minimum Rates</u>			
	General Increases	25¢	25¢	35¢
	<u>Full-time employees</u>			
	Waiter	\$3.75 (\$3.50)	\$4.00	\$4.35
	Bartender	\$9.25 (\$9.00)	\$9.50	\$9.85
Hours of Work:	8 hours per day, 40 hours per week.			
Overtime Pay:	Time and one half after 10 hours in one shift or in excess of 40 hours in a pay period.			
Reporting Pay:	Eligible employee who reports for work and finds no work, receives 3 hours of work or 3 hours' pay.			
Paid Rest Periods:	One 10 minute break in each half shift. Bartenders and Cashiers receive one 15 minute paid lunchbreak in lieu of a 30 minute unpaid lunchbreak.			
Paid Holidays:	New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day for a total of 9 days.			
Pay for Work on Paid Holidays:	Two and one-half times the regular rate.			
Paid Vacation:	2 weeks with less than 5 years of service, 3 weeks with more than 5 years of service, and 4 weeks with 15 or more years of service.			
Bereavement Leave:	Eligible employee receives up to 3 days' paid leave in the event of death of spouse, parent, spouses parent, child, sister, brother, grandparent, grandchild, sister-in-law or brother-in-law.			
Health and Welfare:	<u>OHIP</u> - Employer pays 50% of premium costs.			
	Effective July 1, 1986, employer contributes 15¢ per hour worked to the Health and Welfare Plan. Effective July 1, 1987, 16¢. Effective July 1, 1988, if the required contribution exceeds 31¢ before this date, the employer will pay an additional 2¢ for a total of 33¢. Further details of this plan are not available.			

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees'

Association (Ind.) (operational category, supervisory and non-supervisory employees): A 24-month renewal agreement effective from January 31, 1985 to January 30, 1987, covering 273 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 31/85</u>	<u>Jan. 31/86</u>
	General Increases	3.5%	3%
	<u>Annual Rates</u>		
	Driver	\$19,297-\$20,896 (\$18,644-\$20,189)	\$19,876-\$21,523
	Electrician	\$29,777-\$32,164 (\$28,770-\$31,076)	\$30,670-\$33,129

Maximum rates are reached on merit.

Standby Pay:	\$7 (\$6) for each 8 consecutive hours on a regular workday. Effective January 31, 1986, \$8, and \$14 (\$12) on a scheduled day off or paid holiday.
Shift Premium:	0-40¢-50¢ (0-30¢-40¢).
Weekend Premium:	50¢ (40¢) per hour.
Paid Vacation:	Effective February 1, 1986, 2 (3) weeks during first year of employment. 6 weeks after 30 years of service (new).
Meal Allowance:	\$4.75 (\$4) after 3 hours of overtime plus \$3.75 (\$3) after an additional 4 hours.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(correctional services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 3,021 employees, settled by arbitration*. Duration of negotiations - 11 months.

* The Arbitration Board awarded the wage increase for Correctional Officer 2 only and directed the parties to negotiate the increases for all other classifications.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Sept. 1/85</u>
	Increases	3%	0, 41¢ or 57¢ depending on classification and step on grid
	Trade Instructor 1	\$11.34-\$12.05 (\$11.01-\$11.70)	\$11.34-\$12.62

	<u>Jan. 1/85</u>	<u>Sept. 1/85</u>
Correctional Officer 2	\$12.57-\$13.33 (\$12.20-\$12.94)	\$12.57-\$13.90
Trade Instructor 3	\$15.31-\$16.30 (\$14.86-\$15.83)	\$15.88-\$16.87

Maximum rates are reached in annual steps on merit.

Note: The Arbitration Board awarded a further increase of 0, 40¢ or 70¢, depending on classification and step on grid, to be effective January 1, 1986 prior to the negotiated wage increase for 1986.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(institutional care services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 5,164 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increases	\$18 per week
	Child Care Assistant 1 (40 hours per week)	\$7.54 (\$7.09)
	Child Care Worker 4 (36 1/4 hours per week)	\$13.78-\$15.86 (\$13.29-\$15.36)

Maximum rates are reached in annual steps on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(technical services category): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 4,888 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increase	4.25%	
	Additional Adjustment		10% for Medical Laboratory and X-Ray Technicians
	Library Technician 2	\$9.25-\$10.26 (\$8.88-\$9.85)	
	Vocational Training Supervisor 1	\$20.27-\$24.85 (\$19.44-\$23.84)	

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police at Oshawa - Police Association
(Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 376 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4%	2.5%
	<u>Annual Rates</u>		
	Constable	\$25,442	\$26,078
	4th Class	(\$24,463)	
	Constable	\$34,164	\$35,018
	1st Class	(\$32,850)	
	Staff Sergeant	\$40,997	\$42,022
		(\$39,420)	

Halton Regional Board of Commissioners of Police at Oakville - Police Association
(Ind.) (uniformed and civilian employees): Two 12-month renewal agreements effective from January 1, 1985 to December 31, 1985, covering 429 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Dec. 1/85</u>
	Increases:		
	Uniformed	4%	2.5%
	Civilian	4.5%	
	<u>Annual Rates</u>		
	<u>Uniformed</u>		
	Constable	\$21,840	\$22,386
	4th Class	(\$21,000)	
	Constable	\$34,164	\$35,018
	1st Class	(\$32,850)	
	Staff Sergeant	\$40,560	\$41,574
		(\$39,000)	
	<u>Civilian</u>		
	Clerk Typist	\$13,631-\$16,110 (\$13,044-\$15,416)	\$13,631-\$16,110
	Computer Services Supervisor	\$40,598 (\$38,850)	\$40,598

Maximum rate for Clerk Typist is reached after 3 annual increases.

Shift Premium (Civilian): 0-25¢-34¢ (0-17¢-34¢).

Shift Premium (Uniform) (new): Effective December 1, 1985, 0-10¢-15¢.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is 2 times annual salary (\$25,000).

Hamilton City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 443 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86	Dec. 1/86
General Increases		4.25%	4%	3.53759%
	<u>Annual Rates</u>			
Fire Fighter III Class		\$27,386.54 (\$26,270.40)	\$28,482.00	\$29,489.58
Fire Fighter I Class		\$34,230.95 (\$32,835.69)	\$35,600.15	\$36,859.54
Assistant Deputy Chief		\$47,293.07 (\$45,364.93)	\$49,184.70	\$50,924.65

Health and Welfare: OHIP, Extended Health Care and Dental Plan - Effective January 1, 1986, employer pays 100% of premium cost to eligible employee retired between January 1, 1985 and December 31, 1985, his/her spouse, widow or widower until age 65 (new).

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 440 employees, settled by arbitration. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/85	July 1/85
General Increases		4%	2.25%
Constable 3rd Class		\$27,358 (\$26,306)	\$27,974
Constable 1st Class		\$34,202 (\$32,887)	\$34,972
Staff Sergeant		\$40,795 (\$39,266)	\$41,756

Hours of Work: Effective on or before December 15, 1985, a compressed work week to be implemented for Divisional Detectives, Youth Bureau officers, the Identification and Traffic branches, with a 10 hour shift schedule.

Vacation Bonus: \$300 (\$100).

Clothing Allowance: \$775 (\$700).

Legal Fees: Employer pays 1.3 (1.1) of the established scale.

ADDENDA

JUNE 1985 SETTLEMENT

EDUCATION AND RELATED SERVICES

Prescott-Russell County Roman Catholic Separate School Board at L'Orignal - Ontario
English Catholic Teachers' Association and Association des
Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 360 employees, settled at the bargaining stage and ratified in June 1985. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/85	Sept. 1/86
	General Increases	4.75%	3.5%
	Teacher-Category D 0-7 years	\$16,185-\$23,610 (\$15,450-\$22,540)	\$16,750-\$24,435
	Teacher-Category A1 0-10 years	\$21,480-\$37,005 (\$20,505-\$35,325)	\$22,230-\$38,300
	Teacher-Category A4 0-10 years	\$26,320-\$45,315 (\$25,125-\$43,260)	\$27,240-\$46,900

Responsibility Allowances: Increased by 4.75%. Effective September 1, 1986, increased by 3.5%.

Health and Welfare: Dental Plan - Coverage continues to be updated annually to the Ontario Dental Association fee schedule in effect 2 years previous.

JULY 1985 SETTLEMENT

Lakehead University Board of Governors at Thunder Bay - Unit 1, Faculty Association
(Ind.): A 24-month renewal agreement effective from July 1, 1985 to June 30, 1987, covering 249 employees, settled at the bargaining stage and ratified in July 1985. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases (Salary Scale)	3.25% rounded to the nearest \$5	2.5% rounded to the nearest \$5
	<u>Annual Rates</u>		
	Laboratory Instructor I	\$14,185-\$19,930 (\$13,740-\$19,300)	\$14,540-\$20,430
	Laboratory Instructor II and Teacher Counsellor I	\$17,510-\$25,360 (\$16,960-\$24,560)	\$17,950-\$25,995
	Laboratory Instructor III	\$20,045-\$30,065 (\$19,415-\$29,120)	\$20,545-\$30,815
	Lecturer and Teacher Counsellor II	\$21,710-\$31,815 (\$21,025-\$30,815)	\$22,255-\$32,610
	Assistant Professor and Teacher Counsellor III	\$25,555-\$39,235 (\$24,750-\$38,000)	\$26,195-\$40,215
	Associate Professor	\$31,815-\$57,500 (\$30,815-\$55,690)	\$32,610-\$58,940
	Professor	\$39,235-\$63,890 (\$38,000-\$61,880)	\$40,215-\$65,490

Special Adjustment: Established at \$245,000. Effective July 1, 1986, fund is \$225,000.

AUGUST 1985 SETTLEMENTS

HEALTH AND WELFARE SERVICES

Central Park Lodges at Hamilton, London, Ottawa and Toronto - various locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Four 12-month renewal agreements effective from June 1, 1985 to May 31, 1986, covering 294 employees, settled at the bargaining stage and ratified in August 1985. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 1/85</u>	<u>Dec. 1/85</u>
	General Increases	25¢	20¢
	Domestic	\$8.40-\$8.90 (\$8.15-\$8.65)	\$8.60-\$9.10
	Cook 1	\$9.50-\$10.05 (\$9.25-\$9.80)	\$9.70-\$10.25

Maximum rates are reached after 2 annual increases.

Health and
Welfare
(Full-time
employees):

Weekly Indemnity - Effective September 1, 1986, maximum benefit is \$190-\$220 (\$180-\$210) per week depending on classification.

FEDERAL ADMINISTRATION

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 12-month renewal agreement effective from April 3, 1985 to April 2, 1986, covering 334 employees, settled by arbitration in August 1985. Duration of negotiations - 4 1/2 months.

Wages: Effective April 3/85

General Increase 3%

Annual Rates

CS-Level 1 \$18,736-\$31,769
(\$18,190-\$30,844)

CO-Level 7 \$51,213-\$56,452
(\$49,721-\$54,808)

Overtime Pay
and Pay for
Work on Assigned
Days off (new):

Maximum 7 1/2 hours at time and one half after completion of regular shift or on the first assigned day off. Double time after 7 1/2 hours or on subsequent consecutive days off.

OCTOBER 1985 SETTLEMENTS

METAL FABRICATING

Canron Inc., Eastern Structural Division at Etobicoke - Employees Association (Ind.): A 24-month renewal agreement effective from July 14, 1985 to July 13, 1987, covering 224 employees, settled with mediation assistance during a work stoppage and ratified in October 1985. Duration of negotiations - 6 months.

Wages: Effective July 14/85 July 14/86

COLA Fold-in 19¢

General Increases 5% 4%

Group 8 (includes Helper) \$9.50 (\$8.86) \$9.88

Group 1 (includes Electrician with Ontario Certification) \$14.37-\$14.87 (\$13.50-\$13.97) \$14.94-\$15.46

Maximum rate for certified Electrician is reached after 20 months.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the June 1985 index as the base. Adjusted quarterly beginning September 1985. (Basic formula is unchanged.)

Shift Premium: Effective October 1, 1985, 0-45¢-50¢ (0-35¢-40¢).

Paid Vacation: Effective October 1, 1985, 5 weeks after 20 (25) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Effective October 1, 1985, benefit is \$25,000 (\$15,000).

Vision Care (new) - Effective October 1, 1985, maximum claim per employee is \$50 every 24 months.

Dental Plan - Effective October 1, 1985, Rider No. 2 is added.

Pension Plan: Basic Benefit - Effective January 1, 1986, \$12.50 per month per year of service. (Previously, two-part plan; contributory and non-contributory.)

Supplementary Benefit (new) - Effective January 1, 1986, \$10.50 per month per year of service to a maximum of 30 years.

Early Retirement (new) - Effective January 1, 1986, employee at age 55 may retire with an unreduced pension if age plus service equal 85.

Employee may retire at age 55 on a pension reduced by 2% per year for the first 5 years under age 65 and 6% per year over 5 years to a maximum of 10 years.

Surviving Spouse Benefit - Effective January 1, 1986, surviving spouse of eligible employee receives 50% of regular pension.

Safety Shoe Allowance: \$60 (\$24) reimbursement once per calendar year.

COMMUNICATION

Canada Post Corporation, system-wide - Postmasters and Assistants (CLC) (full-time and part-time revenue postal operations group employees): A 14-month renewal agreement effective from October 23, 1985* to January 3, 1987, with wage increases retroactive to January 14, 1985, covering 2,335 Ontario employees, settled at the bargaining stage and ratified in October 1985. Duration of negotiations - 13 months.

* Previous agreement expired October 1, 1984.

Wages:	Effective	<u>Jan. 14/85</u>	<u>Apr. 8/85</u>	<u>Apr. 7/86</u>
	Increases	\$626 per year or 30¢ per hour	\$480 per year or 23¢ per hour	\$1,148 per year or 55¢ per hour

Jan. 14/85

Apr. 8/85

Apr. 7/86

Sub-Group A

Post Offices
Grades 1 to 6

Postmaster Level 1	\$7.27 (\$6.97)	\$7.50	\$8.05
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Sub-Group B

Annual Rates

Post Offices
Grades 1 to 6

Postmaster Grade 6 Post Office	\$26,294-\$28,106 (\$25,668-\$27,480)	\$26,774-\$28,586	\$27,922-\$29,734
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Effective	<u>July 14/86</u>	<u>Oct. 6/86</u>	<u>Jan. 2/87</u>
Increases	\$689 per year or 33¢ per hour	\$522 per year or 25¢ per hour	\$480 per year or 23¢ per hour
Postmaster Level 1	\$8.38	\$8.63	\$8.86
Postmaster Grade 6 Post Office	\$28,611-\$30,423	\$29,133-\$30,945	\$29,613-\$31,425

Maximum rate for Postmaster Grade 6 is reached after 3 annual increases.

Cost of Living Allowance: 1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the June 1985 index as the base. Adjusted quarterly beginning July 1985 through September 1986. Triggers at 5% and payable as a lump sum. (Previously, COLA clause was inoperative. Basic formula is unchanged.)

Shift Premium (Sub-Group B): Effective January 1, 1986, 0-85¢-85¢ (0-81¢-81¢).

Weekend Premium (Sub-Group B): Effective January 1, 1986, \$1.05 (\$1.01) per hour.

Acting Pay: An Assistant temporarily acting for a Senior Assistant receives acting pay from the first (fourth) full 8-hour shift.

Paid Maternity Leave (new): 2 weeks at 93% of weekly wage plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit.

Administrative Allowance (new): \$600 per year for Postmaster and \$200 per year for Senior Assistant in certain offices.

Health and Welfare: Dental Plan (new) - Employer pays 100% of the premium costs.

Medical Examination Pay (new):	Employer pays the full cost of medical examination required for employment, plus associated travel expenses.
Employment Security:	Effective during the term of this contract, employees affected by a technological change or a national change in operating methods are guaranteed continuous employment provided they accept retraining, reassignment and/or relocation at the employer's expense (new).

EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,350 employees, settled at the bargaining stage and ratified in October 1985. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
Increases		4% for Teachers and 3.8% for Principals and Vice-Principals	.5% to .8% for Teachers and 1.2% for Principals and Vice-Principals
Teacher-Category D 0-5 years		\$16,006-\$22,992 (\$15,390-\$22,108)	\$16,083-\$23,169
Teacher-Category A1 0-9 years		\$22,357-\$36,525 (\$21,497-\$35,120)	\$22,464-\$36,806
Teacher-Category A4 0-12 years		\$27,228-\$46,431 (\$26,181-\$44,645)	\$27,359-\$46,788
Vice-Principal 0-3 years		\$46,399-\$49,180 (\$44,700-\$47,380)	\$46,935-\$49,749
Principal 0-4 years (B School 0-3 years) (A School 0-4 years)		\$49,529-\$56,534 (\$47,716-\$52,776) (\$47,716-\$54,464)	\$50,102-\$57,187

Responsibility Allowances: Increased by 4%. Effective February 1, 1986, increased by .5%.

Health and Welfare: Extended Health Care - Effective February 1, 1986, employer pays 100% (80%) of premium cost.

Dental Plan - Effective February 1, 1986, employer pays 85% (70%) of premium cost.

Kent County Roman Catholic Separate School Board at Chatham - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 297 employees, settled at the bargaining stage and ratified in October 1985. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	7% rounded to the nearest \$10
	Teacher-Category D 0-6 years	\$16,460-\$23,170 (\$15,380-\$21,650)
	Teacher-Category A1 0-10 years	\$21,350-\$35,870 (\$19,950-\$33,520)
	Teacher-Category A4 0-12 years	\$25,700-\$44,490 (\$24,020-\$41,580)
Responsibility Allowances:	Principal	\$560 (\$440) per classroom plus \$760 (\$710) per year to a maximum of 5 years experience
	Vice-Principal	\$7,000 per year (Previously, \$360 per Grade 9 and 10 class in operation)
	Co-ordinator	\$4,550 (\$4,250) per year
	Head Teacher	\$350 (\$330)
	Academic Advisor	\$1,160 (\$1,080)
Health and Welfare:	<u>Life Insurance</u> - Effective October 22, 1985, benefit is \$60,000 (\$50,000).	
	<u>Drug and Alcohol Treatment Plan (new)</u> - Effective October 22, 1985, employer pays 100% of premium cost.	
	<u>Dental Plan</u> - Effective October 22, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.	
Travel Allowance:	19.88¢ (18.64¢) per kilometre for Teacher and \$1,600 (\$1,500) per year for Co-ordinator.	

Lincoln County Board of Education at St. Catharines - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 670 employees, settled at the bargaining stage and ratified in October 1985. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	0.25% non-compounded
	Teacher-Category 1 0-10 years	\$21,974-\$36,816 (\$21,129-\$35,400)	\$22,027-\$36,905
	Teacher-Category 4 0-11 years	\$26,434-\$46,458 (\$25,417-\$44,671)	\$26,497-\$46,570
Responsibility Allowances:	Principal and Administrator of Community Educational Services 0-4 years	\$10,750-\$15,120 (\$9,992-\$14,055)	
	Other allowances increased by 4%. Effective January 1, 1986, increased by 0.25% non-compounded.		

Health and Welfare: Continuation of Benefits - Employer's share of health and welfare benefits continue while employee is on 17-week maternity leave (new).

Ottawa Board of Education - Employees Association (Ind.) (full-time and part-time maintenance and service employees and stationary engineers): A 24-month renewal agreement effective from March 16, 1985 to March 15, 1987, covering 766 employees, settled at the conciliation officer stage and ratified in October 1985. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 16/85</u>	<u>Nov. 1/85</u>	<u>Mar. 16/86</u>
	General Increases	4.6%		4%
	Additional Adjustments		26¢ for Carpenter and 17¢ for Truck Driver	
	<u>Part-time Employees</u>			
	Kitchen Assistant	\$6.31 (\$6.03)		\$6.56
	Caretaker	\$8.11 (\$7.75)		\$8.43
	<u>Full-time Employees</u>			
	Chief Custodian Category 5	\$10.08 (\$9.63)		\$10.48
	Electrician Maintenance Category 1	\$12.76 (\$12.20)		\$13.28

Premium Pay: Chief Custodian and Custodian Category 3 with Fourth Class Engineering Certificate - \$295 (\$282) per year. Effective March 16, 1986, \$307.

Additional and Portable Classrooms - \$78 (\$75) per year and \$7.80 (\$7.50) per school month, payable to custodian when rooms are in use. Effective March 16, 1986, \$81 and \$8.10 respectively.

Working Foreman - \$442 (\$423) per year for tradesman required to work as acting foreman for 4 or more employees. Effective March 16, 1986, \$460.

Saturday Premium: 50¢ (25¢) per hour worked.

Injury-On-Duty Leave (new): Maximum 40 days' paid leave.

Health and Welfare: Life Insurance - Effective December 1, 1985, benefit is \$45,000 (\$43,000) for regular full-time employee and \$15,000 (\$3,500) for regular part-time employee.

Extended Health Care (Optional) - Effective December 1, 1985, employer pays 80% of premium cost for full-time employees and payment is pro-rated for part-time employees.

Semi-Private Hospitalization (Optional) (new) - Effective December 1, 1985, employer pays 80% of premium cost for full-time employees. Effective January 1, 1986, payment is pro-rated for part-time employees.

Meal Allowance: \$5 (\$4.25) after 3 hours of overtime.

Safety Footwear Allowance: Maximum \$42 (\$40) per year.

Medical Examination Allowance: Effective March 16, 1986, maximum \$16 (\$15) reimbursement for medical examination required for renewal of Class "B" license for employees in the Student Transportation Department.

LOCAL ADMINISTRATION

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 250 employees, settled at the conciliation officer stage and ratified in October 1985. Duration of negotiations - 7 1/2 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	4.5%	4.25%
	General Labourer	\$10.49 (\$10.04)	\$10.94
	Licensed Mechanic	\$13.03 (\$12.47)	\$13.58

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
<u>Annual Rates</u>		
Fire Hall Dispatcher	\$15,274-\$17,750 (\$14,616-\$16,986)	\$15,923-\$18,504
Contract Inspector	\$25,599-\$30,065 (\$24,497-\$28,770)	\$26,687-\$31,343
Maximum rates for Fire Hall Dispatcher and Contract Inspector are reached after 4 annual increases.		
Shift Premium:	0-40¢-40¢ (0-30¢-30¢).	
Sunday Premium:	50¢ (40¢) per hour worked.	
Paid Vacation:	3 weeks after 2 (3) years of service.	
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1984 O.D.A. fee schedule.	
Safety Footwear Allowance:	\$60 (\$55) per year.	

Ottawa City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 570 employees, settled at the bargaining stage and ratified in October 1985. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>June 30/85</u>
	General Increases	3%	3%
<u>Annual Rates</u>			
	Fire Fighter 3rd Class	\$26,910.03 (\$26,126.26)	\$27,717.46
	Fire Fighter 1st Class	\$34,186.50 (\$33,190.79)	\$35,212.02
	Platoon Chief	\$47,861.04 (\$46,467.06)	\$49,296.93
	Effective	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
	General Increases	3%	3%
	Fire Fighter 3rd Class	\$28,548.98	\$29,405.45

	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
Fire Fighter 1st Class	\$36,268.38	\$37,356.43
Platoon Chief	\$50,775.84	\$52,299.11

Call-back Pay: Minimum 2 hours' pay at time and one-half (one times) the regular rate.

Health and Welfare: Life Insurance - Effective January 1, 1986, employer contributes \$30 (\$27) per month per employee.

Major Medical - Employer contributes \$8 (\$6.50) per month for single coverage and \$10 (\$8.62) per month for family coverage. Effective January 1, 1986, \$10 and \$12 respectively.

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Mileage Allowance: Effective January 1, 1986, 25¢ (23¢) per kilometre.

Cleaning Allowance: \$200 (\$150) per year.

Training Allowance: \$10 (\$7.50) per day to a maximum of \$50 (\$37.50) per week.

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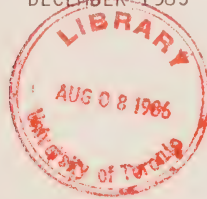
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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
DECEMBER 1985



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1985 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

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Highlights

About 114,820 employees in public sector employment were covered by settlements of major agreements reached during October, November and December, 1985. Principal terms of the settlements were:

- o **School Boards:** Pay increases were negotiated for 35,150 employees of school boards, averaging 4.7 percent a year. About 3,900 of the employees may receive additional adjustments based on movement in the Consumer Price Index.

Other changes included increased employer contributions or benefits in insurance plans covering 18,870 employees; lump-sum payments ranging from \$2,000-\$14,000 or 4-43 percent of salary to induce teachers under agreements covering 4,170 employees to retire early at age 50 or 55 with at least 10 years of service; establishment of a drug and alcohol treatment plan for 297 teachers; and a new plan in one agreement covering 340 employees under which teachers with at least 10 years of service can share jobs.

- o **Universities:** Pay increases were negotiated for 4,990 university employees, averaging 5.4 percent a year. Improvements were also made in major medical, dental and pension benefits covering 2,460 employees.
- o **Hospitals:** Pay increases were negotiated for 34,530 hospital employees, averaging 4.0 percent a year. About 95 percent of the employees were nurses who received a 2 percent increase under a wage and benefit re-opener in a current agreement that was scheduled to expire on March 31, 1986.

Other changes included increases in shift premiums, reporting pay and stand-by pay for 1,500 employees; reduction in service requirements for 5 weeks' paid vacation in agreements covering 33,970 employees; and improvements in insurance benefits for 1,080 employees, and a new job security provision to prohibit contracting out work done by full-time employees and require advance notice of technological change and retraining of employees affected.

- o **Government:** Arbitration decisions awarded wage increases to 37,290 provincial employees, averaging 5.8 percent in one-year agreements.

Wage increases were negotiated for 2,860 employees of municipal governments, averaging 6.0 percent a year. Other terms included increases in shift premiums for 680 employees, and increases in employer contributions or improvements in benefits under insurance plans covering 2,130 employees.

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Local 293-1, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
	General Increases	60¢	60¢
	Grade 1 (General Labourer)	\$11.49 (\$10.89)	\$12.09
	Grade 10 (Maintenance VII)	\$13.94 (\$13.34)	\$14.54
Shift Premium:	0-35¢-40¢ (0-30¢-35¢).		
Paid Vacation:	4 weeks after 10 (11) years of service.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Employer pays 100% (50%) premium costs for \$25,000 benefit.		
	<u>Vision Care (new)</u> - Employer pays 50% of premium costs. Maximum claim is \$50 every 24 months.		
	Dental Plan - Effective November 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective November 1, 1986, the 1986 O.D.A. fee schedule.		
Pension Plan:	Basic Benefit - \$20 (\$16) per month per year of service to a maximum of 40 (35) years.		
Tool Allowance:	Maximum \$100 (\$75) per year for eligible maintenance employees.		

LEATHER

Brown Shoe Company of Canada Limited at Sterling - Local 1979, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 25, 1985 to October 24, 1987, covering 237 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 25/85</u>	<u>Oct. 24/86</u>
	General Increases*	4%	3%
	Non-Incentive Employees	\$4.61-\$7.24 (\$4.42-\$6.96)	\$4.75-\$7.46
	Incentive Employees (Optimum Rates)	\$4.80-\$6.19 (\$4.61-\$5.95)	\$4.94-\$6.37

* Start rates and after-probation minimum rates remain at \$4.37 and \$4.53 respectively.

Maximum rates are reached on merit.

Health and
Welfare:

Dental Plan - Effective January 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.

Susan Shoe Industries Limited, Fortune Footwear and Permalite Divisions at Hamilton
- Local 369, United Textile Workers (AFL-CIO/CLC): A 27-month renewal agreement effective from September 4, 1985 to December 4, 1987, covering 325 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Dec. 11/85</u>	<u>June 4/86</u>	<u>Mar. 4/87</u>
General Increases			
Incentive Rates	7¢ to Base Rates, 10¢ to Class Rate Factors	7¢ to Base Rates, 10¢ to Class Rate Factors	7¢ to Base Rates, 10¢ to Class Rate Factors

Non-Incentive Rates	7¢ + 1%	7¢ + 1%	7¢ + 1%
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Non-Incentive Rates

Injection Molding (Target Rate)	\$6.25 (\$6.13)	\$6.37	\$6.49
Tractor Trailer Driver	\$8.12 (\$7.97)	\$8.28	\$8.44

Lump Sum
Settlement
Payment:

\$60 for each active and laid-off employee.

Shift Premium
(Incentive
Employees):

For employees hired on or after December 12, 1985, 4% of piecework earnings per complete shift scheduled to start before 7 a.m. or finish later than 10 p.m., and 6% for shifts scheduled between midnight and 6 a.m. Employees hired before December 12, 1985 will continue to receive 8% and 15% respectively.

Health and
Welfare:

Life Insurance - Benefit is \$7,000 (\$5,000).

Weekly Indemnity - Benefit is \$90 (\$80) per week for a maximum of 4 weeks after 3 months of service. \$90 (\$80) per week for up to 13 weeks after 1 year and \$140 (\$130) per week for up to 13 weeks after 5 years.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective October 1, 1986, the 1984 O.D.A. fee schedule. Maximum annual claim per employee is \$1,800 (\$1,700).

PRIMARY METAL

Ferrum Inc., Sonco Steel Tube Limited Division, Holtby Ave. and Van Kirk Dr. plants at Brampton - Local 7536, United Steelworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1985 to September 30, 1987, covering 280 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
General Increases		5%	5%
Labourer		\$11.59 (\$11.04)	\$12.17
Tradesman Licensed*		\$13.92 (\$13.26)	\$14.62

* Rates include \$1 per hour bonus.

Previous rates reflect 12¢ COLA folded in during the previous agreement.

Start Rate (new) - Effective after December 7, 1985, \$10 for Labourer for 1 year.

Cost of Living Allowance: Effective October 1, 1986, 1¢ per 0.6 point change in the Consumer Price Index - 1961=100 from October 1, 1986 and April 1, 1987. Capped at 15¢. (Basic formula is unchanged.)

Paid Vacation: 5 weeks after 23 (24) years of service.

Bereavement Leave: Up to 3 days' paid leave upon death of father/mother-in-law (new).

Health and Welfare: Dental Plan - Effective December 7, 1985, restorative services coverage added (new).

Safety Shoe Allowance: 2 pairs of safety shoes per year at a minimum of \$45 (\$25) per pair.

MACHINERY

Hussman Store Equipment Limited at Brantford - Local 397, Auto Workers (CLC): A 24-month renewal agreement effective from December 1, 1985 to November 27, 1987, covering 296 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

* Includes 11 employees currently on lay-off status.

Wages:	Effective	<u>June 2/86</u>	<u>Dec. 1/86</u>
General Increases		30¢	40¢

	<u>June 2/86</u>	<u>Dec. 1/86</u>
Group II (includes Material Handler)	\$11.66 (\$11.36)	\$12.06
Electrical & General Maintenance	\$13.60 (\$13.30)	\$14.00
Lump Sum Settlement Payment:	\$300 per employee.	
Pension Plan:	Basic Benefit - Effective December 1, 1986, \$15.25 (\$14.25) per month per year of service.	

TRANSPORATION EQUIPMENT

United Technology Automotive (Canada) Inc., previously Essex International of Canada Limited at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 36-month early renewal agreement effective from February 6, 1986* to February 6, 1989, covering 660 employees, settled at the bargaining stage. Duration of negotiations - 1/2 month.

*Previous agreement was scheduled to expire February 6, 1987.

Wages	Effective	<u>Feb. 2/87</u>	<u>Dec. 6/87</u>	<u>Feb. 1/88</u>
General Increases		20¢	Wage reopener	10¢
<u>Hourly Rates</u>				
Cutter Operator		\$6.61 (\$6.41)		
General Maintenance		\$10.71 (\$10.51)		
Tool and Die "A"		\$13.00 (\$12.80)		

Lump Sum Settlement Payment: Effective on or before December 20, 1985, \$500 per eligible employee.

Health and Welfare: Life Insurance and A. D. & D. - Effective February 1, 1986, \$9,500 (\$8,500) for Class 1 employees and \$8,500 (\$7,500) for Class 2 employees. Effective February 1, 1987, \$10,000 and \$9,000 respectively. (Under terms of the previous agreement, coverage was to increase to \$9,000 and \$8,000 respectively on July 1, 1986.)

Weekly Indemnity - Effective February 1, 1986, \$140 (\$130) per week for Class 1 employees and \$100 (\$90) per week for Class 2 employees. Effective February 1, 1987, \$145 and \$105 respectively.

ELECTRICAL PRODUCTS

Electrohome Ltd. at Kitchener - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CFL):
A 36-month renewal agreement effective from October 1, 1985 to September 30, 1988, covering 702 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	General Increases	4%	3.5%
	Labour Grades 1-3 (includes General Labourer)	\$7.52-\$7.86 (\$7.23-\$7.56)	\$7.78-\$8.14
	Labour Grade 15 (Machine Builder)	\$13.04-\$13.66 (\$12.54-\$13.13)	\$13.50-\$14.14
	Effective	<u>Oct. 1/87</u>	
	General Increase	3.5%	
	Labour Grades 1-3 (includes General Labourer)	\$8.05-\$8.42	
	Labour Grade 15 (Machine Builder)	\$13.97-\$14.63	
	Maximum rate for General Labourer is reached after 18 weeks, and for Machine Builder after 40 weeks.		
Cost of Living Allowance (new):	Effective in 1986 and 1987, 1¢ per 0.175 point change in the Consumer Price Index - 1981=100, using the August 1986 index as the base. Adjusted quarterly. Triggered at 31¢ in the second contract year, and 32¢ in the third contract year.		
Shift Premium:	Effective December 1, 1985, 0-27¢-34¢-39¢ (0-25¢-32¢-37¢). Effective October 1, 1986, 0-28¢-35¢-40¢. Effective October 1, 1987, 0-29¢-36¢-41¢.		
Paid Vacation:	Effective October 1, 1986, 4 weeks after 11 (12) years of service.		
Health and Welfare:	<u>Life Insurance and A. D. & D..</u> Effective December 1, 1985, benefit is \$11,000 (\$10,000). Effective October 1, 1986, \$12,000. Effective October 1, 1987, \$13,000.		
	<u>Vision Care</u> - Effective December 1, 1985, maximum claim is \$80 (\$75) every 2 years. Effective October 1, 1986, \$85. Effective October 1, 1987, \$90.		
	<u>Hearing Aid</u> - Effective December 1, 1985, maximum lifetime claim \$400 (\$300). Effective October 1, 1986, \$450. Effective October 1, 1987, \$500.		

Dental Care - Effective December 1, 1985, maximum annual claim is \$2,000 (\$1,000). Plan is extended to include endodontic and periodontic services (new). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective October 1, 1987, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service.
Effective October 1, 1987, \$14.

Safety Prescription Glasses (new): Maximum \$75 every 24 months. Effective October 1, 1986, \$77.
Effective October 1, 1987, \$80.

Safety Shoe Allowance: Maximum \$33 (\$30) for 1 pair per year. Effective October 1, 1986, \$35. Effective October 1, 1987, \$37.

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Ltd., Nipissing Works at North Bay - Nipissing Independent Union (Ind.) (hourly rated employees): A 24-month renewal agreement effective from December 11, 1985* to December 4, 1987, covering 263 employees, settled at the bargaining stage.
Duration of negotiations - 2 months.

*Previous agreement expired December 4, 1985.

Wages:	Effective	Dec. 11/85	Dec. 5/86
Increases		0-53¢	0-48¢
Serviceman II (Labourer)		\$10.39 (\$10.39)	\$10.39
Stationary Engineer 2nd Class		\$14.15 (\$13.63)	\$14.63

Shift Premium: 0-39¢-48¢ (0-38¢-46¢). Effective December 5, 1986, 0-40¢-50¢.

Lead-Hand Premium: 54¢ (52¢). Effective December 5, 1986, 56¢.

Sunday Premium: \$1.55 (\$1.50) per scheduled hour worked, in addition to any shift premium. Effective December 5, 1986, \$1.60.

TRANSPORTATION

Brazeau Transport Inc., province-wide - Locals 91, 879, 938, Teamsters (Ind.): Two 36-month renewal agreements effective from December 1, 1985 to November 30, 1988, with wages retroactive to October 1, 1985, covering 244 employees, settled at the bargaining stage.
Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
General Increases		20¢	40¢	50¢
<u>Maintenance Agreement</u>				
Unskilled Classification		\$13.46-\$13.49 (\$13.26-\$13.29)	\$13.86-\$13.89	\$14.36-\$14.39
Skilled Classification #1		\$14.66-\$14.76 (\$14.46-\$14.56)	\$15.06-\$15.16	\$15.56-\$15.66
<u>Freight Agreement</u>				
Dockman		\$13.19-\$13.24 (\$12.99-\$13.04)	\$13.59-\$13.64	\$14.09-\$14.14
Checker		\$13.28-\$13.33 (\$13.08-\$13.13)	\$13.68-\$13.73	\$14.18-\$14.23
Driver		\$13.29-\$13.34 (\$13.09-\$13.14)	\$13.69-\$13.74	\$14.19-\$14.24
Maximum rates are reached after 60 days of employment.				
Cost of Living Allowance:	10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggered at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rates October 1, 1986 and October 1, 1987. (Basic formula is unchanged. Previously, formula did not trigger.)			
	Mileage Rates - Drivers on highway operations: 29.94¢-30.34¢ (29.54¢-29.94¢) per mile depending on number of axles. Effective October 1, 1986, 30.74¢-31.14¢. Effective October 1, 1987, 31.74¢-32.14¢. Additional premium for double and triple hook-ups apply.			
Driver's Over-time Premium:	For drivers on combination of mileage and hourly rates: \$7.16 (\$7.06) per hour. Effective October 1, 1986, \$7.36. Effective October 1, 1987, \$7.61.			
Bereavement Leave:	10 hours pay per day for 3 days paid leave for highway drivers (new).			
Health and Welfare:	<u>Employer's Contribution</u> - \$132 (\$117) per month per employee. Effective October 1, 1986, \$137. Effective October 1, 1987, \$142.			
	Note: The following changes are effective October 1, 1985, unless otherwise stated.			
Pension Plan:	<u>Basic Benefit</u> - \$30 (\$23) per month per year of service prior to 1982, and \$40 (\$24) per month per year of service in 1982 and after.			
	<u>Current Retirees</u> - All employees who retired prior to 1982 receive a 5% increase and 3% for those who retired in 1982 and after.			

Early Retirement - Early retirement age currently age 60, reduces by one year every October 1, to age 55 on October 1, 1990 (new).

Tool Loss Insurance (new): Employer pays 100% of premium costs for insurance against loss of mechanic's tools from company premises due to proven burglary, or loss due to fire.

RETAIL TRADE

Valdi Inc. Valdi Discount Foods, province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (part-time employees): A 30-month renewal agreement effective from July 1, 1985 to December 31, 1987, covering 800 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Dec. 16/85	Oct. 1/86	Sept. 1/87
	Increases*	0-35¢	0-40¢	0-25¢
	Cashier and Stock Clerk	\$4.00-\$7.85 (\$4.00-\$7.50)	\$4.00-\$8.25	\$4.00-\$8.50

* Increases are prorated, with zero increase on start rate to 100% on maximum rate.

Start Rates - Increase in accordance with the legislated minimum wage.

Maximum rates are reached after 36 months.

Lump Sum Settlement Payment: \$100 for employees above the 12-month step on wage grid as of December 18, 1985; \$50 for all other employees.

Sick Leave: 9 (6) non-cumulative 4-hour days per year when employee is hospitalized.

Health and Welfare: Employer Contribution - Effective January 1, 1987, 8¢ (6¢) per straight time hour worked to a jointly administered plan.

Dental Plan - Effective January 1, 1987, employer contributes 10¢ (8¢) per straight time hour worked.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/85
	General Increase	4.9%

Sept. 1/85

Teacher-Category D \$17,138-\$21,973
0-6 years (\$16,337-\$20,947)

Teacher-Category A1 \$21,011-\$36,097
0-10 years (\$20,030-\$34,411)

Teacher-Category A4 \$24,972-\$45,761
0-11 years (\$23,806-\$43,623)

Principal

B School \$47,129-\$49,875
0-3 years (\$49,438-\$52,319)

A School \$47,997-\$50,746
0-3 years (\$50,349-\$53,233)

Responsibility Increased by 4.9%. Curriculum Assistant - \$1,200 (new).
Allowances:

Bereavement 5 (3) days paid leave upon death of a parent, spouse or child and
Leave: 3 (1) days paid leave upon death of son/daughter-in-law.

Paid Union Up to 100 (50) paid days per school year for Presidents of Branch
Leave: Affiliates.

Health and Dental Plan - Employer pays 90% (80%) of premium cost. Coverage
Welfare: continues to be updated each January 1 to the previous year's
Ontario Dental Association fee schedule.

Conference Effective January 1, 1986, \$48,000 (\$45,500).
Fund:

Frontenac County Board of Education at Kingston - Federation of Women Teachers'
Associations of Ontario and Ontario Public School Teachers'
Federation (Ind.): A 12-month renewal agreement effective from
September 1, 1985 to August 31, 1986, covering 518 employees,
settled at the bargaining stage. Duration of negotiations - 8
months.

Wages: Effective Jan. 1/86

General Increase 4% rounded to
the nearest \$10

Teacher-Level 1 \$18,580-\$24,790
0-6 years (\$17,870-\$23,840)

Teacher-Level 4 \$22,450-\$37,640
0-11 years (\$21,590-\$36,190)

Teacher-Level 7 \$26,100-\$45,650
0-12 years (\$25,100-\$43,890)

Principal \$49,800-\$52,600
0-4 years (\$47,900-\$50,540)

Lump Sum Settlement Payment: \$600 for Principal, \$500 for Vice-Principal and Teachers at the maximum of Levels 4 to 7, \$400 for Teachers at the maximum of Levels 1 to 3, pro-rated for part-time and part-time contract teachers.

Responsibility Allowances: Vice Principal - \$2,700 (\$2,600).

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretakers, bus drivers, maintenance, cleaning and cooking employees): A 27-month renewal agreement* effective from July 1, 1985 to September 30, 1987, covering 600 employees, settled with mediation assistance. Duration of negotiations - 7 months.

* Part-time and casual employees covered by the agreement for the first time.

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>July 1/87</u>
Increases		55¢ for Cleaners and Cooks, 50¢ for all other employees	55¢	20¢ for Cleaners and Cooks
Additional Adjustment		Some re- classifi- cations		
Cleaner		\$9.12 (\$8.57)	\$9.67	\$9.87
Assistant Caretaker		\$10.46-\$11.19 (\$9.96-\$10.69)	\$11.01-\$11.74	\$11.01-\$11.74
Chief Mechanic		\$12.954 (\$12.454)	\$13.504	\$13.504

Maximum rate for Assistant Caretaker is reached after two 6-month and one annual increases.

Paid Vacation: Effective in 1986, 3 weeks after 3 (4) years of service, 4 weeks after 10 (12) years and 5 weeks after 20 (21) years. Effective in 1987, 6 weeks after 27 years (new).

Health and Welfare: Extended Health Care - Effective January 1, 1986, deductible eliminated. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Dental Plan (new) - Effective January 1, 1986, employer pays 100% of premium costs for a plan equivalent to Blue Cross Plan No.7, with 50%-50% co-insurance to a maximum of \$1,000 per year. Coverage is based on the 1985 Ontario Dental Association fee schedule.

Pension Plan (Cleaners and Cooks): OMERS Type I Supplementary Past Service Benefit Plan for employees working more than 24 hours per week (new).

Safety Shoe Allowance (Maintenance Employees): 50% reimbursement to a maximum of \$50 (\$20) per employee.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 1,130 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	Average Increases	2%	1.9%
	Teacher-Category D 0-6 years	\$17,993-\$22,320 (\$17,640-\$21,882)	\$18,365-\$23,175
	Teacher-Category A1 0-11 years	\$21,118-\$35,998 (\$20,704-\$35,292)	\$21,692-\$36,767
	Teacher-Category A4 0-11 years	\$25,146-\$45,208 (\$24,653-\$44,322)	\$26,036-\$46,374
		<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	Principal*/Coordinator (3 levels; overall range shown)	\$45,886-\$51,967 (\$44,986-\$50,948)	\$47,263-\$53,526

* Principal of a semestered school receives a \$2,000 (\$1,050) annual allowance in addition to salary.

Lump Sum Payment: Effective February 1986, \$100; prorated for part-time teachers.

Responsibility Allowances:	Vice-Principal/Staff Assistant	\$3,700 (\$3,662)
	Chairman	\$2,750 (\$2,747)
	Assistant to the Chairman	\$1,260 (\$1,259)
	Teacher Consultant	\$2,750 (\$2,747)
	Resource and Special Education Teacher	\$973 (\$975)
	Elementary Principal Interim	\$1,375 (\$1,365)
	Principal's Designate	\$12 (\$11.55) per day

Related Trade or Business Experience Allowance: \$400 (\$350).

Health and Welfare: Life Insurance - Effective December 17, 1986, maximum benefit is \$60,000 (\$50,000).

Long Term Disability Plan - Effective February 1, 1986, employer pays 50% of the premium cost for a 3% cost of living rider (new).

Dental Plan - Effective January 1, 1986, employer pays 60% of premium cost in effect on December 17, 1985. (Previously, employer paid \$9.96 per month for single coverage and \$22.52 per month for family coverage.)

Hastings-Prince Edward County Roman Catholic Separate School Board at Belleville - Ontario English Catholic Teachers' Association (Ind.): A
24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 220 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/85	July 1/86
General Increases		4.25%	2.25%
Teacher-Level 1 0-6 years		\$14,841-\$22,999 (\$14,236-\$22,061)	\$15,175-\$23,516
Teacher-Level 4 0-11 years		\$18,807-\$35,570 (\$18,040-\$34,124)	\$19,230-\$36,374
Teacher-Level 7 0-14 years		\$24,018-\$44,864 (\$23,039-\$43,035)	\$24,558-\$45,873
Effective		Sept. 1/86	
General Increase		Minimum 3.5%*	
Teacher-Level 1		\$15,706-\$24,339	
Teacher-Level 4		\$19,903-\$37,647	
Teacher-Level 7		\$25,418-\$47,479	

* Increase to equal the percentage increase in the Consumer Price Index between June 1985 and June 1986, with a minimum guarantee of 3.5% and a maximum of 5%.

Responsibility Allowances: Effective September 1, 1986, increase to equal the percentage increase in the Consumer Price Index between June 1985 and June 1986, with a minimum guarantee of 3.5% and a maximum of 5%.

Sick Leave: Effective September 1, 1986, provision for sick leave benefits to be paid to the teacher's estate eliminated. (Previously, 1/2 of accumulated sick leave benefits payable to the teacher's estate).

Health and Welfare: Life Insurance - Effective January 1, 1986, benefit is 2 1/2 (2) times annual salary. Effective September 1, 1986, 3 times annual salary.

Dental Plan - Employer pays \$8.79 (\$8.45) per month for single coverage and \$22.56 (\$21.69) per month for family coverage. Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule. Employer pays 70% of premium costs.

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
Increases		4.55% for Teachers; 6.1% for Principal	4.25% for Teachers; 4.3% for Principal
Teacher-Category D 0-7 years		\$19,074-\$26,214 (\$18,244-\$25,073)	\$19,885-\$27,328
Teacher-Category A1 0-10 years		\$23,118-\$36,999 (\$22,112-\$35,389)	\$24,101-\$38,571
Teacher-Category A4 0-11 years		\$28,255-\$47,311 (\$27,025-\$45,252)	\$29,456-\$49,322
		Sept. 1/85	Sept. 1/86
Principal		\$53,500 (\$50,410)	\$55,800

Responsibility Allowances: Increased by 4.55%. Effective September 1, 1986, increased by 4.25%.

Paid Paternity Leave: Maximum 2 (1) days paid leave upon birth of child.

Health and Welfare: Life Insurance - Maximum benefit is \$75,000 (\$60,000).

Vision Care (new) - Effective September 1, 1986, employer pays 25% of premium costs. Maximum claim is \$100 every 24 months.

Drug Plan - 90%-10% (80%-20%) co-insurance.

Dental Plan - Blue Cross Plan No. 9 (7).

Chiropractic Coverage (new) - Employer pays 100% of premium costs of Blue Cross chiropractic coverage.

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 300 employees,

settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>
	Increase	4.1%-5.7%
	Teacher-Category D 0-5 years	\$17,812-\$23,030 (\$16,882-\$21,895)
	Teacher-Category A1 0-11 years	\$21,746-\$36,889 (\$20,890-\$35,436)
	Teacher-Category A4 0-12 years	\$25,850-\$46,324 (\$24,832-\$44,500)
	Principal II 0-3 years	\$50,700-\$54,803 (\$48,703-\$52,645)
	Principal III 0-3 years	\$53,542-\$57,634 (\$51,433-\$55,364)

Responsibility Allowances: Vice-Principal allowance increased by 4.1%.

Paid Adoption Leave: Effective November 26, 1985, 2 (1) days of leave when taking custody of an adopted child.

Paid Paternity Leave (new): Effective November 26, 1985, 1 1/2 days of leave upon birth of child.

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 210 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.1%
	Teacher-Category A1 0-11 years	\$21,746-\$36,889 (\$20,890-\$35,435)
	Teacher-Category A4 0-12 years	\$25,850-\$46,324 (\$24,832-\$44,500)
	Vice Principal 0-3 years	\$50,710-\$54,746 (\$48,713-\$52,590)
	Principal 0-3 years	\$57,588-\$61,623 (\$55,320-\$59,196)

Responsibility Allowances: Increased by 4.1%.

Degree and Effective January 1, 1986, increased by 4.1%.
Related Experience
Allowances:

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 370 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
	General Increases	4%	4%
	Teacher-Category I 0-11 years	\$22,128-\$37,031 (\$21,277-\$35,607)	\$23,013-\$38,512
	Teacher-Category IV 0-13 years	\$26,861-\$46,370 (\$25,828-\$44,587)	\$27,935-\$48,225
	Vice-Principal 0-3 years	\$51,115-\$54,923 (\$49,149-\$52,811)	\$53,160-\$57,120
	Principal 0-3 years	\$55,841-\$62,125 (\$53,693-\$59,736)	\$58,074-\$64,610

Responsibility Increased by 4%. Effective September 1, 1986, increased by 4%.
Allowances:

Health and Dental Plan - Effective February 1, 1986, coverage is based on
Welfare: the 1985 (1984) Ontario Dental Association fee schedule.
Effective September 1, 1986, the 1986 O.D.A. fee schedule.

London and Middlesex County Roman Catholic Separate School Board at London - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 550 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/85	Jan. 1/86
	General Increases	5%	1.9%
	Teacher-Category D 2-8 years	\$18,228-\$24,486 (\$17,360-\$23,320)	\$18,575-\$24,952
	Teacher-Category A1 0-10 years	\$20,016-\$33,958 (\$19,063-\$32,341)	\$20,397-\$34,605
	Teacher-Category A4 1-10 years	\$24,308-\$44,680 (\$23,150-\$42,552)	\$24,771-\$45,531

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
General Increases	3.2%	1.9%
Teachers-Category D	\$19,169-\$25,750	\$19,541-\$26,250
Teacher-Category A1	\$21,050-\$35,712	\$21,458-\$36,404
Teacher-Category A4	\$25,564-\$46,988	\$26,059-\$47,899
Responsibility and Graduate Degree Allowances:	Increased in accordance with the general salary increases.	
Cost of Living Allowance (new):	1% per 1% increase in the average Consumer Price Indices for the Ontario Regional Cities from April 1986 to April 1987, triggered at 3% and calculated for up to 5%; and 0.75% per 1% increase in the average CPI for the Ontario Regional Cities from 5% to a cap of 8%. Pro-rated according to the number of months taught in the preceding school year and capped at 4.5% of employee's basic annual salary in effect on June 15, 1987. Payable in June 1987 and folded into the grid in effect during 1987-88.	
Health and Welfare:	<u>Long Term Disability</u> - Maximum benefit is \$4,000 (\$3,000) per month. <u>Continuation of Benefits (new)</u> - Employer pays 85% of premium costs for medical, dental and life insurance for the first 17 weeks of maternity leave and 40% of the premium costs while employee is on long term disability leave.	
Transportation Allowance:	Effective September 1, 1986, 25¢ (23¢) kilometre.	
Peterborough County	Board of Education at Peterborough - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 3 months.	
Wages:	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
General Increases	3%	1.86%
Teacher-Category 1 0-6 years	\$16,928-\$22,371 (\$16,435-\$21,719)	\$17,243-\$22,787
Teacher-Category 4 0-12 years	\$21,187-\$36,312 (\$20,570-\$35,254)	\$21,581-\$36,987
Teacher-Category 7 0-12 years	\$24,604-\$45,504 (\$23,887-\$44,179)	\$25,061-\$46,351
Responsibility Allowances:	Increased in accordance with the general salary increases. An additional \$100 per classroom over 25 for Principal (new).	

Health and
Welfare:

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Continuation of Benefits - Employer continues to share health and welfare premium costs for first 17 weeks of maternity leave (new).

Timmins District Roman Catholic Separate School Board at Timmins - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	Increases	0-\$1,270	0-\$1,568
	Additional Adjustments		0-12 (0-11) years for Teacher A3 grid
	Teacher-Category D1 0-8 years	\$17,330-\$24,090 (\$17,238-\$23,390)	\$17,330-\$24,810
	Teacher-Category A1 0-10 years	\$22,060-\$35,350 (\$21,837-\$34,317)	\$22,260-\$36,120
	Teacher-Category A4 0-12 (0-11) years	\$25,860-\$43,880 (\$25,602-\$42,190)	\$26,500-\$45,448
	Effective	<u>Sept. 1/86</u>	<u>Mar. 1/87</u>
	Increases	2%-3%	2%*
	Teacher-Category D1	\$17,672-\$25,560	\$18,020-\$26,060
	Teacher-Category A1	\$22,710-\$37,220	\$23,150-\$37,950
	Teacher-Category A4	\$27,030-\$46,830	\$27,566-\$47,750

*Effective March 1, 1987, parity with local high school teacher salaries guaranteed.

Responsibility
Allowances:

Increased by 3.4%. Effective January 1, 1986, increased by 2.7%. Effective September 1, 1986, increased by 3.9%. Effective March 1, 1987, increased by 2%.

Director of Multi-Media Centre (new) - \$6,816.

Department Head (new) - \$3,819.

Waterloo County Board of Education at Kitchener - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 1,826 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
Average Increases		3%	1.95% non-compounded
Teacher-Category D 0-6 years		\$17,706-\$23,745 (\$17,190-\$23,053)	\$18,041-\$24,194
Teacher-Category A1 0-10 years		\$21,519-\$36,694 (\$20,892-\$35,625)	\$21,926-\$37,388
Teacher-Category A4 0-10 years		\$26,363-\$46,235 (\$25,595-\$44,888)	\$26,862-\$47,110
Vice-Principal 0-3 (4) years		\$47,174-\$49,955 (\$44,317-\$48,422)	\$48,067-\$50,901
Principal			
B School 0-5 (6) years		\$48,101-\$52,736 (\$44,317-\$51,063)	\$49,012-\$53,734
A School 0-4 years		\$51,809-\$55,517 (\$48,841-\$53,619)	\$52,790-\$56,568
Coordinator 0-4 years		\$51,809-\$55,517 (\$48,841-\$53,619)	\$52,790-\$56,568
Effective		Sept. 1/86	
Average Increase		2%	
Teacher-Category D		\$18,410-\$24,688	
Teacher-Category A1		\$22,374-\$38,152	
Teacher-Category A4		\$27,411-\$48,072	
Vice-Principal		\$49,049-\$51,941	
Principal			
B School		\$50,013-\$54,832	
A School		\$53,868-\$57,724	
Coordinator		\$53,868-\$57,724	

Responsibility Allowances:	Increased in accordance with the general salary increases.
Cost of Living Allowance: (new):	0.1% per 0.1% change in the Consumer Price Index - 1971=100, for the period August 31, 1986 to August 31, 1987. Triggered at 3%, capped at 6%, payable as a lump sum October 10, 1987.
Health and Welfare:	Dental Plan - Effective January 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1985 O.D.A. fee schedule.

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC)
(graduate and undergraduate student part-time teaching assistants): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 800 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	Increases	9% for Under-graduate and 5% for Graduate Student	5% for Under-graduate and 4% for Graduate Student
	Undergraduate Student	\$8.90 (\$8.17)	\$9.35
	Graduate Student	\$17.91 (\$17.06)	\$18.63
Paid Maternity Leave:	17 (12) weeks at the difference between 95% of regular wages and UIC benefit.		

University of Western Ontario, Physical Plant Department at London - Local 2361,
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from May 1, 1985 to April 30, 1986, covering 375 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	3.9%	.5%
	Additional Adjustment	1% Equity Adjustment	
	Service Worker 1	\$7.46 (\$7.11)	\$7.51
	Caretaker Intermediate 1	\$9.59 (\$9.14)	\$9.64
	Electrician	\$14.73 (\$14.05)	\$14.82

Lump Sum Settlement Payment: \$500 per employee or 3.9% of April 1985 rates, retroactive to May 1, 1985; whichever is greater.

Health and Welfare: Major Medical - Effective January 1, 1986, deductibles eliminated. (Previously, annual deductibles of \$25 for single coverage and \$50 for family coverage.)

Vision Care (new) - Effective November 1, 1985, employer pays 100% of premium costs. Maximum claim is \$50 every 24 months.

HEALTH AND WELFARE SERVICES

Children's Hospital of Eastern Ontario at Ottawa - Ontario Nurses' Association (Ind.)
(full-time and part-time nurses): Two 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 534 employees, settled at the bargaining stage. Duration of negotiations - 21 months.

Wages:	Effective	Apr. 1/84	Apr. 1/85
	Increases	0-5%	Equity Adjustments to all classifications
	Additional Adjustments		**
	<u>Full-time</u>		
	Registered Nurse (Awaiting Registration)	\$9.809 (\$9.342)	\$13.578
	Registered Nurse 0-7 years	\$13.142-\$15.191 (\$12.516-\$14.467) Apr. 1/84	\$14.051-\$16.011 Apr. 1/85
	Education Coordinator	\$15.124-\$17.668 (\$14.415-\$17.652)	\$16.119-\$18.582
	<u>Part-time*</u>		
	Registered Nurse	\$13.142-\$15.191 (\$12.516-\$14.467)	\$14.051-\$16.011
	Effective		Oct. 1/85
	Average Increase		2%
	Registered Nurse (Awaiting Registration)		\$13.850
	Registered Nurse 0-7 years		\$14.332-\$16.331
	Education Coordinator		\$16.426-\$18.939

Part-time*

Registered Nurse \$14,332-\$16,331

* Rates are exclusive of 14% payment in lieu of fringe benefits.

** Annual merit increases were frozen from April 1, 1982 to March 31, 1983. Effective April 1, 1985, employees affected by the freeze moved to their next higher level on the salary grid, in addition to the scheduled annual merit increase.

The following changes are effective December 30, 1985:

Shift Premium: 0-45¢-45¢ (0-35¢-35¢) per hour.

Standby Pay: \$2 (\$1.75) per hour. \$2.25 (\$2) per hour for O.R. sleep-over/standby duty nurse.

Paid Vacation: 5 weeks after 17 (20) years of service.

Transportation Allowance (new): 19¢ per kilometre to a maximum of \$14 reimbursement for travel to or from work between midnight and 6 a.m.

Meal Allowance (new): \$4 when second consecutive shift is scheduled. \$4 after 2 or more hours of overtime.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 21-month renewal agreement effective from October 1, 1985 to June 30, 1987, covering 509 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/85	Oct. 1/86
General Increases	3% rounded to the nearest \$100	2.25% rounded to the nearest \$100	

Annual Rates

Range T2 (includes Design Detailer 2)	\$15,600-\$22,600 (\$15,100-\$21,895)	\$15,900-\$23,100
Range T7 (includes Research/Development Technologist 7)	\$40,100-\$44,700 (\$38,960-\$43,435)	\$41,000-\$45,700

Maximum rates are reached on merit, with a minimum of \$400 for satisfactory performance. Ranges have \$100 steps. (Previously, service profession in lower ranges with a minimum of 4 steps.)

Continuous Shift Operation (new): In lieu of shift and weekend premium, \$1000 per year for employees working minimum 6 months in continuous shift operation. Effective October 1, 1986, \$1,040.

Health and Welfare: Dental Plan - Effective January 1, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule, with 60%-40% (50%-50%) co-insurance. Effective April 1, 1986, the 1986 O.D.A. fee schedule.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (veterinary medicine group employees): A 12-month renewal agreement effective from January 13, 1986* to January 17, 1987, with wages retroactive to December 29, 1984, covering 251 Ontario employees, settled with mediation assistance. Duration of negotiations - 6 months.

* Previous agreement expired December 28, 1984.

Wages:	Effective	<u>Dec. 29/84</u>	<u>Jan. 18/86</u>
	General Increases	3.75%	3.35%
	<u>Annual Rates</u>		
	VS-1	\$33,192-\$40,537 (\$31,992-\$39,072)	\$34,304-\$41,895
	VS-5	\$53,709-\$62,195 (\$51,768-\$59,947)	\$55,508-\$64,279
Shift Premium:	50¢ (37.5¢) if majority of shift hours fall between 6 p.m. and 6 a.m.		
Paid Vacation:	Effective January 18, 1986, 4 weeks after 9 (10) years of service.		
Bereavement Leave:	1 day's paid leave upon death of a grandchild (new).		
Leave with Pay for Family-Related Responsibilities:	1 day's paid leave for needs directly related to the birth or adoption of a child (new).		
Paid Maternity Leave:	Effective January 13, 1986, 2 weeks at 93% of weekly rate, plus up to a maximum of 15 additional weeks at the difference between 93% of weekly rate and UIC benefit. (Previously, employer paid 100% of salary for the 2 week UIC waiting period).		
Meal Allowance:	\$4.50 (\$4) after 3 hours of overtime and \$3.50 (\$3) after each additional 3 consecutive hours.		

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
ALPHABETICAL CUMULATIVE INDEX
JANUARY TO DECEMBER 1985

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

T.E. ARMSTRONG
DEPUTY MINISTER

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F. J. Davey Home, Sault Ste. Marie and Algoma Manor, Thessalon and CUPE (full-time and part-time service and clerical empls.)	Sept.	413
F. W. Fearman Co. Ltd., Burlington and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	4
F. W. Woolworth Co. Ltd., Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls.)	July	310
Fabricated Steel Products (Windsor) Ltd., Windsor and Auto Workers (CLC)	Oct.	462
Falconbridge Ltd., Sudbury and Mine, Mill and Smelter Workers' Union (CCU) (mine and surface empls.)	Aug.	345
Federal Pioneer Ltd., Bramalea and Communications and Electrical Workers (CLC)	Mar.	94
Ferrum Inc., Sonco Steel Tube Ltd. Div., Holtby Ave. and Van Kirk Dr. plants, Brampton and United Steelworkers (AFL-CIO/CLC)	Dec.	526
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Feb.	43
Firestone Canada Inc., Firestone Steel Products of Canada Div., London and Auto Workers (CLC)	Mar.	86
Ford Electronics Manufacturing Corp., Markham, previously Philco-Ford of Canada Ltd., Toronto and Machinists (AFL-CIO/CLC)	Jan.	11
Foster Wheeler Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Feb.	37
Frontenac County Board of Education, Kingston and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	532
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	154

Fruehauf Canada Inc., Dixie Manufacturing Plant, Mississauga and Auto Workers (CLC)	Nov.	476
Gabriel of Canada Ltd., Toronto and Mississauga and Machinists (AFL-CIO/CLC) (plant empls.)	Sept.	381
Galco Food Products Ltd., Brampton and Food and Commercial Workers (AFL-CIO/CLC)	Oct.	420
Gates Canada Inc., Brantford and Rubber Workers (AFL-CIO/CLC)	Jan.	5
General Foods Inc., Cobourg and Food and Commercial Workers (AFL-CIO/CLC) (production and laboratory empls.)	May	183
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	104
Grey County Board of Education, Markdale and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	487
Griffith Mine, Pickands Mather & Co., Bruce Lake and United Steelworkers (AFL-CIO/CLC)	Mar.	98
Guthrie Canadian Investments Ltd., Butler Metal Products and Butler Polymet Divs., Cambridge and Auto Workers (CLC)	July	329
Haldimand Board of Education, Cayuga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	488
Halton Board of Education, Burlington and CUPE (CLC) (full-time empls.)	July	310
Halton Board of Education, Burlington and Employees Assn. (Ind.) (full-time and academic year office, clerical and technical empls.)	July	311
Halton Board of Education, Burlington and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	516
Halton Board of Education, Burlington and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	488
Halton Regional Board of Commissioners of Police, Oakville and Police Assn. (Ind.) (inform and civilian empls.)	Nov.	509
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	104
Hamilton City Board of Education and CUPE (CLC) (caretakers, bus drivers, maintenance, cleaning and cooking empls.)	Dec.	533
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	391
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	353
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside and outside empls.)	May	216
Hamilton City Corp. and Ont. Fire Fighters (Ind.)	Nov.	510
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	May	203
Hamilton Public Library Board and CUPE (CLC) (full-time and part-time empls.)	June	271
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Mar.	99
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	534
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Township and Employees Assn. (Ind.)	Oct.	435
Hastings County Board of Education, Belleville and Ont. Secondary School Teachers' Fed. (Ind.)	June	256
Hastings County Board of Education, Belleville, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	489

Hastings-Prince Edward County Roman Catholic Separate School Board, Belleville and Ont. English Catholic Teachers' Assn. (Ind.)	Dec.	535
Hendrie and Co. Ltd., Toronto and Railway, Transport and General Workers (CLC)	Apr.	149
Honeywell Ltd., Scarborough and Auto Workers (CLC)	Mar.	97
Huron County Board of Education, Clinton and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	331
Huron County Board of Education, Clinton and Ont. Secondary School Teachers' Fed. (Ind.)	June	256
Hussman Store Equipment Ltd., Brantford and Auto Workers (CLC)	Dec.	526
il Ltd., Toronto and Carpenters (AFL-CIO)	Jan.	7
Imasco Ltd., Imperial Leaf Tobacco Div., Aylmer and Energy and Chemical Workers (CLC)	Nov.	470
Inco Ltd., Ontario Div., Port Colborne and Sudbury and United Steelworkers (AFL-CIO/CLC)	May	199
Inglis Ltd., Stoney Creek and Auto Workers (CLC)	Aug.	342
Interbake Foods Ltd., London and Grain Millers (AFL-CIO/CLC)	June	235
Interforest Ltd., Durham and Woodworkers (AFL-CIO/CLC)	Sept.	375
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Mar.	83
Jacuzzi Canada Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Feb.	39
KeepRite Inc., Brantford and KeepRite Workers' Independent Union (Ind.)	Sept.	380
Kellogg Salada Canada Inc., London and Grain Millers (AFL-CIO/CLC)	Sept.	374
Kellogg Salada Canada Inc., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	291
Kendan Manufacturing Ltd., Windsor and Auto Workers (CLC)	June	240
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	392
Kent County Board of Education, Chatham and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	257
Kent County Board of Education, Chatham and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	446
Kent County Roman Catholic Separate School Board, Chatham and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	517
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Div., Longlac and Carpenters (AFL-CIO)	Feb.	44
Kingston City Corp. including Rideaucrest Home for the Aged and CUPE (CLC) (inside and outside empls.)	June	280
L.O.F. Glass of Canada Ltd., Collingwood and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Apr.	145
Lac Minerals Ltd., Lake Shore Mine Div. and Macassa Div., previously Willroy Mines (1982) Ltd., Macassa Div., Kirkland Lake and United Steelworkers (AFL-CIO/CLC)	July	305
Lake Ontario Steel Co. Ltd., Whitby and United Steelworkers (AFL-CIO/CLC)	Apr.	137
Lakehead Board of Education, Thunder Bay and CUPE (CLC) (full-time and part-time empls.)	June	257
Lakehead Board of Education, Thunder Bay and Fed. of Women Teachers Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	490
Lakehead Board of Education, Thunder Bay and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	490
Lakehead District Roman Catholic Separate School Board, Thunder Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	536

Lakehead District Roman Catholic Separate School Board, Thunder Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	16
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.)	Mar.	110
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.)	Nov.	511
Lambton County Board of Education, Sarnia and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	312
Lambton County Board of Education, Sarnia and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	105
Lambton County Board of Education, Sarnia and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	393
Lanark County Board of Education, Perth and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	536
Lanark County Board of Education, Perth and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	17
Lanark County Board of Education, Perth and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	537
Lanark County Board of Education, Perth and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	50
Lancia-Bravo Foods, Toronto and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Apr.	130
Laura Secord Ltd./Ltee., Toronto and Brewery and Soft Drink Workers (NUPGE) (CLC)	May	182
Laurentian University Board of Governors, Sudbury and Faculty Assn. (Ind.)	Feb.	59
Laurentian University Board of Governors, Sudbury and Faculty Assn. (Ind.)	Sept.	398
Lear Siegler Industries Ltd., General Seating Div., Kitchener and Auto Workers (CLC) (office and plant empls.)	Jan.	10
Leeds and Grenville County Board of Education, Brockville and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Jan.	18
Leeds and Grenville County Board of Education, Brockville and Ont. Secondary School Fed. Teachers' Fed. (Ind.)	Dec.	538
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	51
Lever Detergents Ltd., Toronto and Teamsters (Ind.)	Mar.	96
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO)	Apr.	133
Liberty Furniture Industries Ltd., Concord and Toronto and United Steelworkers (AFL-CIO/CLC)	Apr.	136
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Apr.	155
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (office and technical empls.)	Apr.	156
Lincoln County Board of Education, St. Catharines and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	106
Lincoln County Board of Education, St. Catharines and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	491
Lincoln County Board of Education, St. Catharines and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	51

Lincoln County Board of Education, St. Catharines and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	517
Lincoln County Separate School Board, St. Catharines and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	447
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide and Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary empls.)	June	292
Loblaws Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office empls.)	Aug.	352
London and Middlesex County Roman Catholic Separate School Board, London and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	538
London Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	May	208
London City Board of Commissioners of Police and Police Assn. (Ind.)	Aug.	363
London City Board of Education and Fed. of Women Teachers' Assns. o Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	491
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	258
London City Corp. and CUPE (CLC) (inside empls.)	May	217
London City Corp. and CUPE (CLC) (outside empls.)	Apr.	172
London City Corp. and Ont. Fire Fighters (Ind.)	May	218
London City Public Utilities Commission and CUPE (CLC)	Feb.	46
London Transit Commission and Transit Union (AFL-CIO/CLC).	June	250
Mack Canada Inc., Oakville Assembly Plant and Machinists (AFL-CIO/CLC)	Oct.	432
MacMillan Bathurst Ltd., previously MacMillan Bloedel Ltd., Guelph and Toronto and Cdn. Paperworkers (CLC)	Aug.	339
MacMillan Bloedel Ltd., Sturgeon Falls and Cdn. Paperworkers (CLC)	Jan.	8
Massey-Ferguson Industries Ltd., Toronto and Brantford and Auto Workers (CLC) (production empls.)	Sept.	378
Mattabi Mines Ltd., Ignace and United Steelworkers (AFL-CIO/CLC)	Sept.	384
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Apr.	163
McMaster University, Hamilton and Service Employees Intl. (AFL-CIO/CLC)	June	268
McMaster University, Hamilton and Service Employees Intl. (AFL-CIO/CLC)	Oct.	455
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; Unit C - parking control officers, cadets and matrons) (Ind.) (Unit A)	Aug.	361
Metropolitan Separate School Board, Toronto and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	June	259
Metropolitan Separate School Board, Toronto and Ont. Catholic Occasional Teachers' Assn. (Ind.)	Oct.	449
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	156
Metropolitan Toronto Assn. for the Mentally Retarded, Toronto and CUPE (CLC) (full-time and part-time empls.)	Sept.	402
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (police officers)	July	323
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC) (full-time and part-time empls.)	Apr.	167

Metropolitan Toronto, The Cities of Scarborough, Etobicoke, York, North York and Toronto and The Borough of East York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	123
Microtel Ltd., previously AEL Microtel Ltd., Brockville and Communications and Electrical Workers (CLC)	May	194
Middlesex County Board of Education, Hyde Park and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	450
Middlesex County Board of Education, Hyde Park and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	393
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC)	Oct.	441
Mitsubishi Electronics Industries Canada Inc., Midland and Communications and Electrical Workers (CLC)	July	304
Montfort Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Mar.	112
Motor Transport Industrial Relations Bureau of Ontario (Inc.), General Freight and General Maintenance Divs., system-wide and Teamsters (Ind.) (drivers, dock, garage and maintenance empls.)	Sept.	388
Ontario Northland Railway and Associated Non-Operating Railway Unions (AFL-CIO/CLC)	June	250
Motor Wheel Corp. of Canada Ltd., Chatham and Auto Workers (CLC)	May	191
Mount Sinai, Toronto East General and Orthopaedic, and Wellesley Hospitals, Toronto and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	Nov.	503
MTD Products Ltd., Kitchener and Auto Workers (CLC)	Oct.	426
Muskoka County Board of Education, Bracebridge and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	52
N & D Supermarket Ltd., Windsor and Employees Assn. (Ind.) (full-time and part-time retail food empls.)	Oct.	443
Nabisco Brands Ltd., Consumer Foods Div., Niagara Falls and Firemen and Oilers (AFL-CIO/CLC)	Apr.	130
National Defence, Communications Security Establishment, Ottawa and Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category)	Nov.	513
National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations, various locations in Ontario and Hull, Que. and Teamsters (Ind.)	Apr.	175
National Research Council of Canada, Ottawa and Professional Institute (Ind.) (research officers and research council officers)	Aug.	358
National Research Council of Canada, Ottawa and Research Council Employees Assn. (Ind.) (clerical and regulatory group)	July	332
National Research Council of Canada, Ottawa and Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	Nov.	507
National Steel Car Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Oct.	433
Nestle Enterprises Ltd., Libby, McNeill and Libby of Canada Div., Chatham and Wallaceburg and Auto Workers (CLC) (production and office empls.)	Mar.	121
Nestle Enterprises Ltd., Nestle Div., Chesterville and Retail, Wholesale Empls. (AFL-CIO/CLC)	Oct.	421

Nestle Enterprises Ltd., Nestle Div., Trenton and Service Employees (Intl.) (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	470
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	118
Niagara Regional Board of Commissioners of Police, Thorold and Police Assn. (Ind.) (police officers and office empls.)	June	282
Niagara Regional Municipality, Homes for Senior Citizens, Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC) (full-time and part-time empls.)	Feb.	61
Niagara Regional Municipality, St. Catharines and CUPE (CLC) and Police Assn. (Ind.) (police officers and office empls.)	July	324
Niagara South Board of Education, Welland and CUPE (CLC) (full-time and part-time maintenance, service and plant operations empls.)	Apr.	158
Niagara South Board of Education, Welland and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	492
Niagara South Board of Education, Welland and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	493
Nipissing Board of Education, North Bay and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	493
Nipissing District Roman Catholic Separate School Board, North Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	293
Noranda Inc., Geco Div., previously Noranda Mines Ltd., Manitouwadge and Canadian Union of Base Metal Workers (CNTU) (mine and plant empls.)	Nov.	479
Norfolk Board of Education, Simcoe and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	450
Norfolk Board of Education, Simcoe and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	451
Norfolk County Board of Education, Simcoe and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	52
Norfolk County Board of Education, Simcoe and Ont. Secondary School Teachers' Fed. (Ind.)	May	209
Norfolk Hospital Assn., Simcoe and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	June	273
North American Plastics Co. Ltd., Wallaceburg and Auto Workers (CLC)	May	198
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	Nov.	519
North York City Corp. and CUPE (CLC) (outside, inside, and dental hygiene empls.)	July	324
North Shore District Roman Catholic Separate School Board, Blind River and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	18
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	Mar.	106
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teacher aides)	May	209
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	June	251
North York General Hospital, North York and Service Employees Intl. (AFL-CIO/CLC)	June	273
North York Public Library Board, North York and CUPE (CLC) (full-time and part-time empls.)	Oct.	456
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston and London and Auto Workers (CLC) (office, clerical and technical empls.)	Mar.	92

Northern Telecom Canada Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B. and Auto Workers (CLC) (hourly rated empls.)	Mar.	90
Northern Telecom Canada Ltd., Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ont., Winnipeg, Man., Saskatoon, Sask., and Edmonton and Calgary, Alta. and Communications and Electrical Workers (CLC) (installers, shop, warehouse and office empls.)	Mar.	93
Northern Telephone Ltd., province-wide and Communications and Electrical Workers (CLC) (plant and office empls.)	May	202
Northumberland and Newcastle Board of Education, Cobourg and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	158
Northumberland and Newcastle Board of Education, Cobourg and Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	494
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	159
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	495
Ontario College of Art, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (sessional, part-time and casual non-academic empls.)	Mar.	110
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ontario (Ind.)	Mar.	113
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Empls. Union (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	June	268
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (support staff empls.)	Sept.	397
Ontario Government, province-wide and Ont. Provincial Police (Ind.) (police officers)	July	319
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Aug.	360
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Aug.	361
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Jan.	25
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (clerical services category)	Oct.	459
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	Oct.	459
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Oct.	459
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (office services category)	Oct.	460
Ontario Government, province-wide and OPSEU (NUPGE) (CLC) (correctional services category)	Nov.	507
Ontario Government, province-wide and OPSEU (NUPGE) (CLC) (institutional care services category)	Nov.	508
Ontario Government, province-wide and OPSEU (NUPGE) (CLC) (technical services category)	Nov.	508
Ontario Hydro, province-wide and CUPE (CLC)	Aug.	350
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	167
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	168

Ontario Jockey Club, Woodbine and Greenwood Race Tracks, Toronto, Mohawk Race Track, Campbellville and Fort Erie Race Track and Hotel Employees (AFL-CIO/CLC) (food service empls.)	Apr.	168
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (full-time and part-time empls.)	May	204
Ontario Store Fixtures Inc., Toronto and United Steelworkers (AFL-CIO/CLC)	Aug.	337
Oshawa City Corp. and CUPE (CLC) (full-time and part-time inside empls.)	May	219
Oshawa City Corp., Public Works Dept. (Maintenance and Traffic Engineering Divs.) and Community Services Dept. (Parks and Property, and Civic Auditorium and Arenas Divs.) and CUPE (CLC)	June	296
Ottawa Area Ready Mix Companies, Ottawa and Teamsters (Ind.)	May	197
Ottawa Board of Education and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Jan.	19
Ottawa Board of Education and Employees Assn. (Ind.) (full-time and part-time maintenance and service empls. and stationary engineers)	Nov.	518
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	210
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	19
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	260
Ottawa City Corp. and Ont. Fire Fighters (Ind.)	Nov.	520
Ottawa City Corp. and Ottawa-Carleton Regional Municipality and CUPE (CLC) (full-time inside and outside empls.)	May	220
Ottawa City Corp. and Ottawa-Carleton Regional Municipality and Civic Institute of Professional Personnel (Ind.)	Sept.	412
Ottawa Civic Hospital and CUPE (CLC) (medical technologists and technicians)	Aug.	368
Ottawa Hydro Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	252
Ottawa Roman Catholic Separate School Board and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	394
Ottawa-Carleton Children's Aid Society, Ottawa and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Mar.	115
Ottawa-Carleton Regional Transit Commission, Ottawa and Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	Mar.	100
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	53
Pamour Porcupine Mines Ltd., Timmins and United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	July	306
Parkwood Hospital and McCormick Home for the Aged, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	June	274
Peel Board of Education, Mississauga and CUPE (CLC) (full-time custodial and maintenance empls.)	Feb.	53
Peel Board of Education, Mississauga and CUPE (CLC) (office and clerical empls.)	June	260
Peel Board of Education, Mississauga and CUPE (CLC) (part-time custodial and maintenance empls.)	Feb.	54
Peel Board of Education, Mississauga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	54
Peel Board of Education, Mississauga and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	20

Peel Regional Board of Commissioners of Police, Mississauga and Police Assn. (Ind.)	Feb.	63
Peel Regional Board of Commissioners of Police, Mississauga and Police Assn. (Ind.)	July	326
Peel Regional Municipality, Works Dept., Brampton and Electrical Workers (IBEW) (AFL-CIO/CFL)	June	283
Peterborough County Board of Education, Peterborough and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	539
Peterborough County Board of Education, Peterborough and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	107
Peterborough County Board of Education, Peterborough and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	107
Peterborough County Board of Education, Peterborough and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	495
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough and Ont. English Catholic Teachers' Assn. (Ind.)	Nov.	496
Philips Electronics Ltd., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CFL)	May	194
Premium Forest Products, Toronto and Carpenters (AFL-CIO)	Apr.	134
Prescott-Russell County Board of Education, Hawkesbury and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	107
Prescott-Russell County Roman Catholic Separate School Board, L'Original Separate School Board, L'Original and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	511
Procor Ltd., Oakville and Boilermakers (AFL-CIO/CFL)	Nov.	477
Rockwell International of Canada Ltd., Collins Canada Div., Toronto and Electrical Workers (IBEW) (AFL-CIO/CLC)	Nov.	478
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	Sept.	407
Quaker Oats Co. of Canada Ltd., Peterborough and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	524
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	181
Queen's University, Kingston and CLC Directly Chartered	Sept.	399
RCA Inc., Prescott and Communications and Electrical Workers (CLC) (office and production empls.)	July	304
Redlaw Industries Inc., Otaco Div., Orillia and United Steelworkers (AFL-CIO/CLC) (production, maintenance and service empls.)	May	188
Reed Inc., Sunworthy Wallcoverings Div., formerly Reed Decorative Products Ltd., Brampton and Cdn. Paperworkers (CLC) (hourly rated empls.)	Feb.	35
Rheem Canada Inc., Hamilton and Oakville and United Steelworkers (AFL-CIO/CLC) (production, maintenance, office, clerical and technical empls.)	Feb.	64
Rio Algom Ltd., Atlas Specialty Steels Div., Welland and Cdn. Steelworkers (Ind.) (production and maintenance empls.)	May	187
Robert Hunt Corp., London and Carpenters (AFL-CIO)	Aug.	337
Robertshaw Controls Canada Inc., Toronto and Electrical Workers (UE) (CLC)	June	246
Rockwell International of Canada Ltd., Tilbury and Auto Workers (CLC)	Mar.	122
Rothmans of Pall Mall Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	May	184
Rowntree Mackintosh Canada Ltd., Toronto and Chocolate and Confectionary Workers (CCU)	Oct.	420

Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (CLC)	Feb.	38
Royal Ontario Museum, Toronto and Ont. Public Service Employees (NUPGE) (CLC)	Nov.	502
Royal Ontario Museum, Toronto and Ont. Public Service Empls. Union (NUPGE) (CLC)	Jan.	25
Rubbermaid Canada Inc., Mississauga and Auto Workers (CLC)	July	301
Ryerson Polytechnical Institute Board of Governors, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (office, clerical, technical and food service empls.)	Jan.	22
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	Sept.	398
Samuel, Son & Co., Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	June	252
Scarborough City Public Utilities Commission, Hydro, Water Works and Garage Divs. and Utility Workers (Ind.)	May	226
Sangamo Canada, Toronto and Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	June	244
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	159
Sault Ste. Marie City Corp., Works Dept. and CUPE (CLC)	Sept.	408
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
Scarborough City Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	Feb.	55
Scarborough City Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	June	261
Scarborough City Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	283
Scarborough City Corp. and CUPE (CLC) (outside empls.)	June	284
Scarborough City Corp. and Intl. Fire Fighters (AFL-CIO/CLC)	Sept.	409
Scarborough General Hospital and CUPE (CLC) (full-time service, maintenance and paramedical empls.)	Apr.	163
Scarborough General Hospital and CUPE (CLC) (part-time service and maintenance empls. and students)	Sept.	400
Scarborough Public Library Board and CUPE (CLC)	June	272
Sheller-Globe Co. Ltd., Kingsville and Auto Workers (CLC)	Feb.	40
Sheller-Globe of Canada Ltd., Kralinator Filters Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Mar.	87
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Apr.	160
Simcoe County Board of Education, Barrie and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	108
Simcoe County Board of Education, Barrie and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	496
Simcoe County Board of Education, Barrie and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time office, clerical and technical empls. and TMR classroom aides)	Oct.	452
Simcoe County Board of Education, Barrie and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	109
Simcoe County Board of Education, Barrie and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	497
Simcoe County Roman Catholic Separate School Board, Barrie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	413

Simpsons Ltd., Brampton, Etobicoke, Scarborough and Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	June	253
Simpsons Ltd., Toronto and Cdn. Brewery Workers (CLC) (part-time warehouse empls.)	May	206
Sklar-Peppler Inc., Sklar Div., previously Heintzman Ltd., Whitby and Upholsterers (AFL-CIO/CLC)	Feb.	35
Sklar-Peppler Inc., Toronto Div. and Warehouse, Toronto and Upholsterers (AFL-CIO/CLC)	Oct.	426
Slater Steels Corp., Hamilton Specialty Bar Div., previously Slater Steel Industries Ltd., Burlington Steel Div., Hamilton and United Steelworkers (AFL-CIO/CLC)	Mar.	82
Somerville Belkin Industries Ltd., Toronto Packaging Div., Toronto and Cdn. Paperworkers (CLC)	Aug.	340
Spar Aerospace Ltd., Toronto and Shirleys Bay and Employees Assn. (Ind.)	Sept.	381
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	Mar.	119
St. Joseph's Health Centre, Toronto and CUPE (CLC) (full-time service empls.)	Mar.	113
St. Joseph's Hospital, Hamilton and 39 other hospitals, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (paramedical empls.)	Apr.	164
St. Joseph's Hospital, London and Service Employees Intl. (AFL-CIO/CLC)	July	316
St. Joseph's Religious Hospitallers of Hotel Dieu, Kingston and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Oct.	457
St. Lawrence Seaway Authority, Ont. and Que. and Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	Oct.	439
St. Thomas-Elgin General Hospital, St. Thomas and Service Employees Employees Intl. (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Apr.	165
Steinberg Inc., Trillium Meats Div., Etobicoke and Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	July	300
Stormont, Dundas and Glengarry County Board of Education, Cornwall and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	261
Stormont, Dundas and Glengarry County Board of Education, Cornwall and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	109
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall and Ont. English Catholic Teachers' Assn. (Ind.)	Feb.	56
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall and Ont. English Catholic Teachers' Assn. (Ind.)	Oct.	453
Sudbury Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	262
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	22
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	453
Sudbury District Roman Catholic Separate School Board, Sudbury and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	210

Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	172
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	63
Sunbeam Corp. (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	June	243
Sunnybrook Medical Centre, North York and Service Employees Intl. (AFL-CIO/CLC) (office and clerical empls.)	July	316
Supreme Industries Inc., previously Supreme Aluminum Industries Ltd., Pickering and Scarborough	Sept.	413
Swiss Chalet Employers' Assn., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Sept.	403
Swiss Chalet Employers' Assn., province-wide and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	Sept.	414
Tenneco Canada Inc., J. I. Case Co. Div., previously International Harvester Canada Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC) (production and office empls.)	Apr.	139
Textile Rental Institute of Ontario (Industrial and Commercial Div.), Toronto, Stoney Creek and Mississauga and Textile Processors (Ind.)	Mar.	116
The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres and Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empls.)	Jan.	14
Thomas J. Lipton Inc., Bramalea and Grain Millers (AFL-CIO/CLC)	Aug.	336
Nabisco Brands Ltd., Christie, Brown and Co. Div., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	July	300
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	Sept.	409
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Apr.	173
Thunder Bay City Corp., Homes for the Aged and Service Employees Intl. (AFL-CIO/CLC)	June	276
Timberjack Inc., previously Eaton Yale Ltd., Timberjack Div., Woodstock and Molders (AFL-CIO/CLC)	May	190
Timmins District Roman Catholic Separate School, Timmins and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	540
Timmins District Roman Catholic Separate School, Timmins and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	540
Toronto Area Transit Operating Authority (GO Transit) and Transit Union (AFL-CIO/CLC)	Oct.	442
Toronto Board of Education and OPSEU (NUPGE) (CLC) (elementary and secondary occasional teachers)	Nov.	497
Toronto Board of Education and OPSEU (NUPGE) (CLC) (elementary and secondary occasional teachers)	Nov.	497
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	161
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	161
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	May	211
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	May	211
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	June	263
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	June	263
Toronto City Board of Education and CUPE (CLC) (office and clerical empls. and librarians)	May	211

Toronto City Board of Education and CUPE (CLC) (office and clerical empls. and librarians)	May	211
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	June	263
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	June	263
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	June	264
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	June	264
Toronto City Corp. and Intl. Fire Fighters (AFL-CIO/CLC)	Aug.	362
Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	June	285
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly rated, clerical and technical empls.)	Feb.	47
Toronto General Hospital and 142 other Ontario hospitals, province-wide and Ont. Nurses' Assn. (Ind.)	Mar.	113
Toronto General Hospital and 142 other Ontario hospitals, province-wide and Ontario Nurses' Assn. (Ind.) (full-time, regular part-time and casual part-time empls.)	Nov.	504
Toronto Star Newspapers Ltd. and Graphic Communications Union (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen, paperhandlers, platemakers, mailers, photo-engravers, machinists and electricians)	July	302
Toronto Star Newspapers Ltd., Toronto and Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	Nov.	473
Toronto Transit Commission and Gray Coach Lines, Toronto and Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	Sept.	389
Toronto Transit Commission, Toronto and CUPE (CLC) (electrical and technical empls.)	Nov.	482
Trailmobile International Ltd., Trailmobile Canada Div., Brantford and Auto Workers (CLC)	June	241
Treasury Board of Canada and Air Traffic Controllers (Ind.)	Feb.	62
Treasury Board of Canada and Cdn. Professional and Technical Empls. (Ind.) (Translation group)	Aug.	359
Treasury Board of Canada and Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	Oct.	458
Treasury Board of Canada and Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	Aug.	359
Treasury Board of Canada and Foreign Service Officers (Ind.)	Sept.	404
Treasury Board of Canada and Professional Institute (Ind.) (commerce group empls.)	Apr.	171
Treasury Board of Canada and Professional Institute (Ind.) (veterinary medicine group empls.)	Dec.	545
Treasury Board of Canada and Professional Institute (Ind.) (full-time and part-time computer systems administration group empls.)	June	277
Treasury Board of Canada and Professional Institute (Ind.) (engineering and land survey group) (full-time and part-time empls.)	Sept.	405
Treasury Board of Canada and Professional Institute (Ind.) (meteorology group) (full-time and part-time empls.)	Sept.	406
Treasury Board of Canada and Professional Institute (Ind.) (physical sciences group) (full-time and part-time empls.)	Sept.	407
United Parcel Service Canada, Ltd., province-wide and Teamsters (Ind.)	June	291

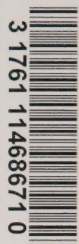
United Technology Automotive (Canada) Inc., previously Essex International of Canada Limited, St. Thomas and Machinists (AFL-CIO/CLC)	Dec.	527
University Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	214
University of Guelph and CUPE (CLC) (trades, service and maintenance empls.)	June	269
University of Guelph and CUPE (CLC) (trades, service and maintenance empls.)	June	269
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	270
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	270
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	Feb.	59
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	Feb.	59
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	July	312
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	July	312
University of Toronto (Libraries) and CUPE (CLC) (non-professional full-time empls.)	Mar.	111
University of Toronto (Libraries) and CUPE (CLC) (non-professional full-time empls.)	Mar.	111
University of Toronto and Cdn. Educational Workers (Ind.)	Mar.	111
University of Toronto and Cdn. Educational Workers (Ind.)	Mar.	111
University of Toronto Governing Council (Libraries) and CUPE (CLC) (part-time, non-professional and sessional/temporary empls.)	May	213
University of Toronto Governing Council (Libraries) and CUPE (CLC) (part-time, non-professional and sessional/temporary empls.)	May	213
University of Toronto Governing Council and Faculty Assn. (Ind.)	May	212
University of Toronto Governing Council and Faculty Assn. (Ind.)	May	212
University of Toronto Governing Council and Service Employees Intl. (AFL-CIO/CLC)	Nov.	499
University of Toronto Governing Council and Service Employees Intl. (AFL-CIO/CLC)	Nov.	499
University of Toronto Governing Council, Libraries and CUPE (CLC) (full-time permanent non-professional empls.)	Sept.	399
University of Toronto Governing Council, Libraries and CUPE (CLC) (full-time permanent non-professional empls.)	Sept.	399
University of Toronto Governing Council, Libraries and CUPE (CLC) (part-time non-professional and sessional/temporary empls.)	Sept.	400
University of Toronto Governing Council, Libraries and CUPE (CLC) (part-time non-professional and sessional/temporary empls.)	Sept.	400
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	Aug.	355
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	Aug.	355
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	Dec.	542
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	Dec.	542
University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	Nov.	499
University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	Nov.	499
UNOX Inc., Shopsy's Foods Div., previously Shopsy's Foods Ltd., Weston and Food and Commercial Workers (AFL-CIO/CLC)	May	181
V.I.P. Hotels Ltd., C.O.B. as The Sutton Place Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	Apr.	170

Valdi Inc., Valdi Discount Foods, province-wide and Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	Dec.	531
VentureTrans Manufacturing Inc., Millhaven and Auto Workers (CLC)	Jan.	28
VIA Rail Canada Inc., system-wide and Railway, Transport and General Workers (CLC) (off-train empls.)	Oct.	440
Victoria County Board of Education, Lindsay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	454
Victoria County Board of Education, Lindsay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	454
Victoria Hospital Corp., London and Office and Professional Empls. (AFL-CIO/CLC)	Sept.	401
Victoria Hospital Corp., London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	July	317
VS Services Ltd., Ottawa Civic Centre Div., Ottawa and Hotel Employees (AFL-CIO/CLC)	July	331
W. C. I. Manufacturing Ltd., Franklin Manufacturing Div., Cambridge and Machinists (AFL-CIO/CLC)	Oct.	434
Wardair Canada Inc., system-wide and Cdn. Air Line Flight Attendants (CLC)	June	247
Waterloo County Board of Education, Kitchener and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	541
Waterloo County Board of Education, Kitchener and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	541
Waterloo County Board of Education, Kitchener and Non-Academic Staff Assn. (Ind.) (full-time and academic year empls.)	Feb.	56
Waterloo County Board of Education, Kitchener and Non-Academic Staff Assn. (Ind.) (full-time and academic year empls.)	Feb.	56
Waterloo County Board of Education, Kitchener and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	395
Waterloo County Board of Education, Kitchener and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	395
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	57
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	57
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	463
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	463
Waterloo Regional Board of Commissioners of Police, Kitchener and Police Assn. (Ind.)	Nov.	510
Welland County Roman Catholic Separate School Board, Welland and Ont. English Catholic Teachers' Association and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	395
Wellington County Board of Education, Guelph and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	58
Wellington County Board of Education, Guelph Ont. and Secondary School Teachers' Fed. (Ind.)	Nov.	498
Wellington County Separate School Board, Guelph and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	463

Wentworth County Board of Education, Ancaster and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	162
Wentworth County Board of Education, Ancaster and Ont. Secondary School Teachers' Fed. (Ind.)	May	212
Westinghouse Canada Inc., London and Electrical Workers (UE) (CLC)	June	245
Weston Bakeries Ltd., Toronto and Teamsters (Ind.) (production empls.)	Mar.	74
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	75
William Neilson Ltd., Halton Hills Dairy, Georgetown and Teamsters (Ind.)	Mar.	73
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Aug.	364
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	264
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	265
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	162
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	Aug.	351
Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitalers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	May	214
Workers' Compensation Board, province-wide and CUPE (CLC)	July	320
York City Board of Education and CUPE (CLC) (operations, maintenance and surveillance empls.)	Feb.	58
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC) (outside empls.)	July	327
York Region Board of Education, Aurora and CUPE (CLC) (office, clerical and technical empls.)	May	227
York Region Board of Education, Aurora and CUPE (CLC) (service and maintenance empls.)	May	228
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	266
York Region Board of Education, Aurora and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	396
York Region Roman Catholic Separate School Board, Richmond Hill and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	267
York Regional Board of Commissioners of Police, Newmarket and Police Assn. (Ind.)	Oct.	460
York Regional Municipality and York Regional Land Div. Committee, Newmarket and CUPE (CLC)	Feb.	64
York University Board of Governors, Toronto and Faculty Assn. (Ind.) full-time professors, lecturers and librarians)	Nov.	500
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 and Unit 2)	July	313
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 and Unit 2)	Oct.	455
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	June	271
York University, Toronto and York University Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	Aug.	356

York-Finch General Hospital, Toronto and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	June	294
Z & W Foods Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	72
Zehrmart Ltd., Gordons Markets Div. southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store empls.)	Sept.	390
Zehrmart Ltd., Zehrs Markets Div., various locations in southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	May	204

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